

Annual Report to Congress

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

October 1, 1997 - September 30, 1998



UNITED STATES OFFICE OF
PERSONNEL MANAGEMENT

Employment Service
Diversity Office

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FOREWORD

The U. S. Office of Personnel Management (OPM) presents the Fiscal Year 1998 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).

The FEORP report should be used by agencies as a resource document for developing strategic plans to increase diversity and also for developing 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 of this report 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 end-of-fiscal year 1998, while dynamic data (hires, promotions, and losses) are for the full fiscal year October 1, 1997 through September 30, 1998. 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 1998 Current Population Survey (CPS) and the 1990 Decennial Census. 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.

Employment data for women and minorities are presented by White-Collar and Blue-collar occupation categories and by grade groups, in order to show a more informative profile. 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.

"Growing" occupations discussed in this report refer to those occupations with 5,000 or more employees and having largest net increase in employment from 1994 to 1998.

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) 1998 Federal Equal Opportunity Recruitment Program (FEORP) report shows that the Federal Government continues to be the leader in employing minorities. Despite an overall decline in the Federal workforce, the percent representation of minorities increased from 29.1 percent in 1997 to 29.4 percent in 1998.

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 6.4 percent of the Federal workforce compared to 10.8 percent of the CLF. However, the gap between FW and CLF percentages is smaller this year (-4.4) than it was in 1997 (-4.8). The Federal Government also lags behind the CLF in the employment of women. The gap between the FW and the CLF percentages is smaller this year (-3.4) than it was in 1997 (-3.6).

It is encouraging to note that there is progress in improving the representation of minorities and women at the upper General Schedule and Related (GSR) grades and at Senior Pay levels. The FY 1998 FEORP report shows that the percentage of minorities in GSR grades 13-15 rose from 16.8 percent in 1997 to 17.4 percent in 1998. The percentage of minorities at Senior Pay levels increased from 11.6 percent in 1997 to 12.1 percent in 1998. The percentage of women in GSR grades 13-15 increased from 26.4 percent in 1997 to 27.5 percent in 1998, representation of women at Senior Pay levels rose from 20.9 percent in 1997 to 21.8 percent in 1998.

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FEDERAL WORKFORCE

ON-BOARD EMPLOYMENT

Because of downsizing, total employment in permanent General Schedule and Related (GSR) and Blue-Collar pay plans declined by 28,294 workers (1.8 percent) from 1,595,089 as of September 30, 1997 to 1,566,795 as of September 30, 1998. Despite the employment decline, the percent representation of minorities in the Federal workforce (FW) increased from 29.1 percent in 1997 to 29.4 percent in 1998. 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 1998 include:

Blacks represented 17.1 percent (267,841) of the FW in 1998, compared to 17.0 in 1997. Black representation in the CLF decreased from 11.1 percent in 1997 to 11.0 percent in 1998. The gap between FW and CLF percentages is greater this year (+ 6.1) than it was in 1997 (+5.9).

Hispanics represented 6.4 percent (99,632) of the FW in 1998, compared to 6.2 percent in 1997. Hispanic representation in the CLF decreased from 11.0 percent in 1997 to 10.8 percent in 1998. The gap between FW and CLF percentages is smaller this year (-4.4) than it was in 1997 (-4.8).

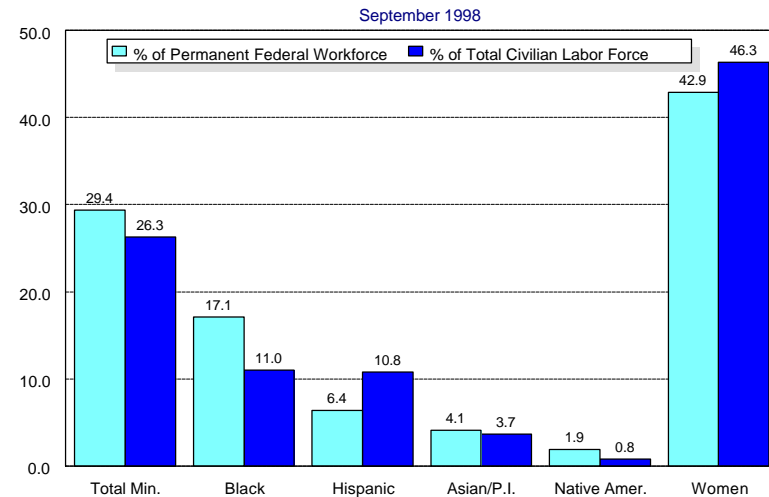
Asian/Pacific Islanders represented 4.1 percent (64,117) of the FW in 1998, compared to 4.0 percent in 1997. Asian/Pacific Islander representation in the CLF increased from 3.5 percent in 1997 to 3.7 percent in 1998. The gap between FW and CLF percentages is smaller this year (+0.4) than it was in 1997 (+0.5).

Native Americans represented 1.9 percent (29,766) of the FW in 1998, the same as in 1997. Native American representation in the CLF was 0.8 percent in 1998, the same as in 1997. The gap between FW and CLF percentages is the same in 1998 (+1.1) as it was in 1997 (+1.1).

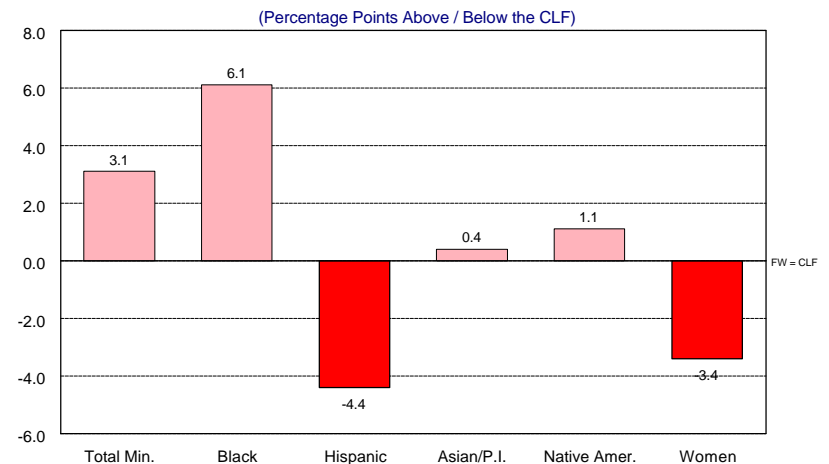
The representation of women in the FW was 42.9 percent (672,342) in 1998, compared to 42.8 percent in 1997. Women representation in the FW continues to lag their representation (46.3 percent) in the CLF. The gap between the FW and the CLF percentages is smaller this year (-3.4) than it was in 1997 (-3.6).

Non-minority men represented 43.3 percent (678,472) of the FW in 1998, exceeding their representation of 39.6 percent in the CLF. Representation of non-minority men in the CLF increased from 39.5 percent in 1997 to 39.6 percent in 1998. The gap between the FW and the CLF is smaller this year (+3.7) than it was in 1997 (+4.0).

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



FY 1998 HIRES, LOSSES, AND PROMOTIONS

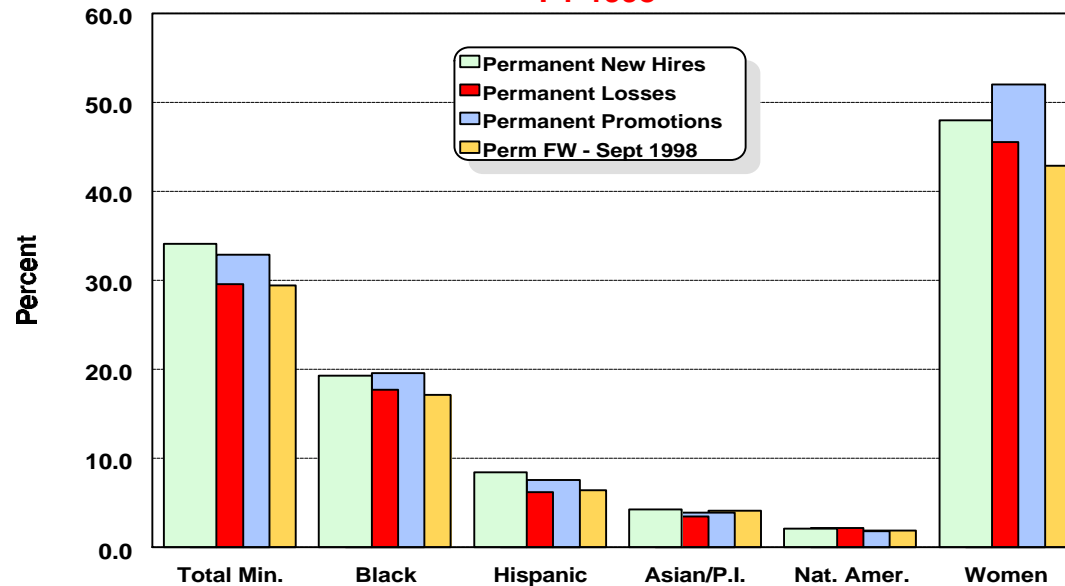
There was a total of 69,168 new hires, 109,135 losses, and 187,805 promotions in permanent positions during FY 1998. Minorities accounted for 34.1 percent of the new hires (23,562), 29.6 percent of the losses (32,352), and 32.9 percent of the promotions (61,875).

The 69,168 new hires were distributed as follows: 13,368 (19.3 percent) Black, 5,777 (8.4 percent) Hispanic, 2,969 (4.3 percent) Asian/Pacific Islander, 1,448 (2.1 percent) Native American, 33,207 (48.0 percent) women, 19,873 (28.7 percent) non-minority women, and 25,733 (37.2 percent) non-minority men.

The 109,135 losses were distributed as follows: 19,332 (17.7 percent) Black, 6,794 (6.2 percent) Hispanic, 3,833 (3.5 percent) Asian/Pacific Islander, 2,393 (2.2 percent) Native American, 49,707 (45.5 percent) Women, 32,510 (29.8 percent) non-minority women, and 44,273 (40.6 percent) non-minority men.

The 187,805 promotions were distributed as follows: 36,826 (19.6 percent) Black, 14,278 (7.6 percent) Hispanic, 7,398 (3.9 percent) Asian/Pacific Islander, 3,373 (1.8 percent) Native American, 97,645 (52.0 percent) women, 60,502 (32.2 percent) non-minority women, and 65,428 (34.8 percent) non-minority men.

Permanent New Hires, Promotions, and Losses
FY 1998



	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.	Women
Permanent New Hires	34.1	19.3	8.4	4.3	2.1	48.0
Permanent Losses	29.6	17.7	6.2	3.5	2.2	45.5
Permanent Promotions	32.9	19.6	7.6	3.9	1.8	52.0
Perm FW - Sept 1998	29.4	17.1	6.4	4.1	1.9	42.9

Sources: U.S. OPM's Central Personnel Data File

Distribution of Minorities by General Schedule and Related Grade and Senior Pay

At General Schedule and Related (GSR) grades 1 through 4, there were 20,316 or 29.6 percent Black, 5,224 or 7.6 percent Hispanic, 3,249 or 4.7 percent Asian/Pacific Islander, and 2,709 or 3.9 percent Native American employees. Non-minorities totaled 37,185 or 54.1 percent. Total employment in this grade group declined by 6,819 since 1997.

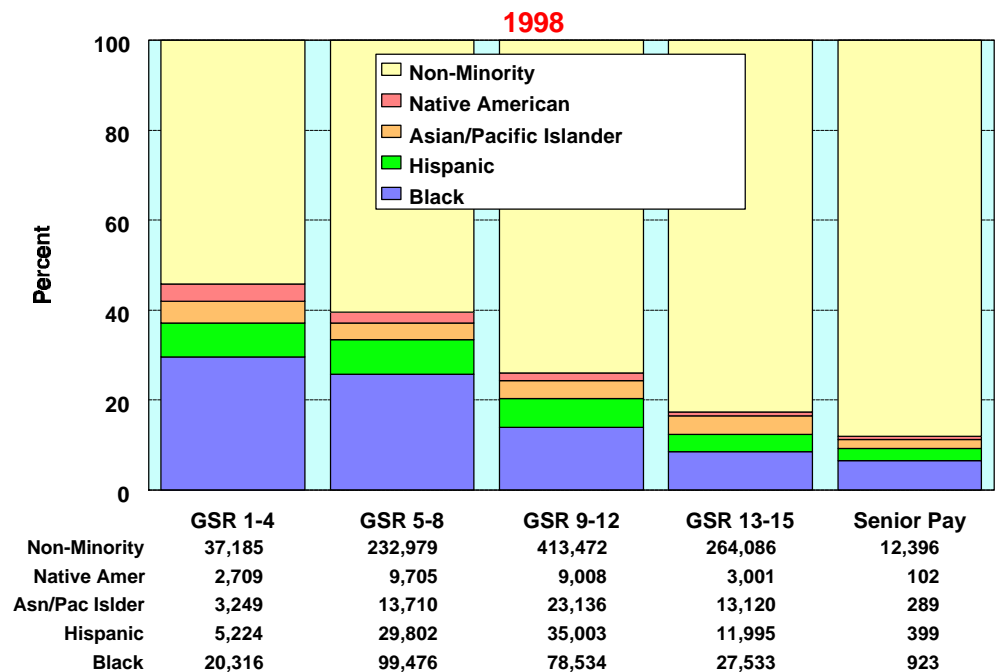
At GSR grades 5 through 8, there were 99,476 or 25.8 percent Black, 29,802 or 7.7 percent Hispanic, 13,710 or 3.6 percent Asian/Pacific Islander, and 9,705 or 2.5 percent Native American employees. Non-minorities totaled 232,979 or 60.4 percent. Total employment in this grade group declined by 10,726 since 1997.

At GSR grades 9 through 12, there were 78,534 or 14.0 percent Black, 35,003 or 6.3 percent Hispanic, 23,136 or 4.1 percent Asian/Pacific Islander, and 9,008 or 1.6 percent Native American employees. Non-minorities totaled 413,472 or 74.0 percent. Total employment in this grade group decreased by 7,343 since 1997.

At GSR grades 13 through 15, there were 27,533 or 8.6 percent Black, 11,995 or 3.8 percent Hispanic, 13,120 or 4.1 percent Asian/Pacific Islander, and 3,001 or 0.9 percent Native American employees. Non-minorities totaled 264,086 or 82.6 percent. Total employment in this grade group increased by 5,313 since 1997. This increase was distributed as follows: Non-minorities - 2,541, Blacks - 1,514, Hispanics - 629, Asian/Pacific Islanders - 547, and Native Americans - 82.

At Senior Pay Levels, there were 923 or 6.5 percent Black, 399 or 2.8 percent Hispanic, 289 or 2.0 percent Asian/Pacific Islander, and 102 or 0.7 percent Native American employees. Non-minorities totaled 12,396 or 88.0 percent. Total employment in this grade group increased by 164 since 1997. This increase was distributed as follows: Non-minorities - 71, Blacks - 19, Hispanics - 32, Asian/Pacific Islanders - 31, and Native Americans - 11.

Minorities and Non-Minorities Distribution in GS and Related Grade Groups and Senior Pay



BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

Black representation in the Federal workforce continues to exceed Black representation in the civilian labor force, especially for Black women.

September 1998

	<u>Federal (FW)</u>	<u>Civilian (CLF)</u>
Total *	17.1	11.0
Men	6.6	5.2
Women	10.5	5.8

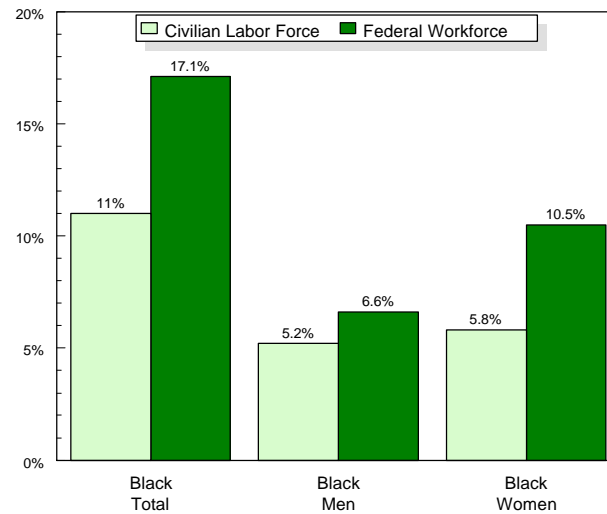
* - percents were rounded independently and not forced to add to totals.

Black employees represented 17.1 percent (267,841) of the Federal workforce (FW) as of September 30, 1998, compared to 17.0 percent in 1997. Blacks constituted 11.0 percent of the Civilian Labor Force (CLF) in 1998.

Among Black employees in the FW, 103,489 were men and 164,352 were women.

The representation of Black men in the FW remained unchanged from 1997 to 1998 at 6.6 percent, compared to 5.2 percent in the CLF for 1998.

The representation of Black women in the FW increased from 10.4 percent in 1997 to 10.5 percent in 1998, compared to 5.8 percent in the CLF for 1998.



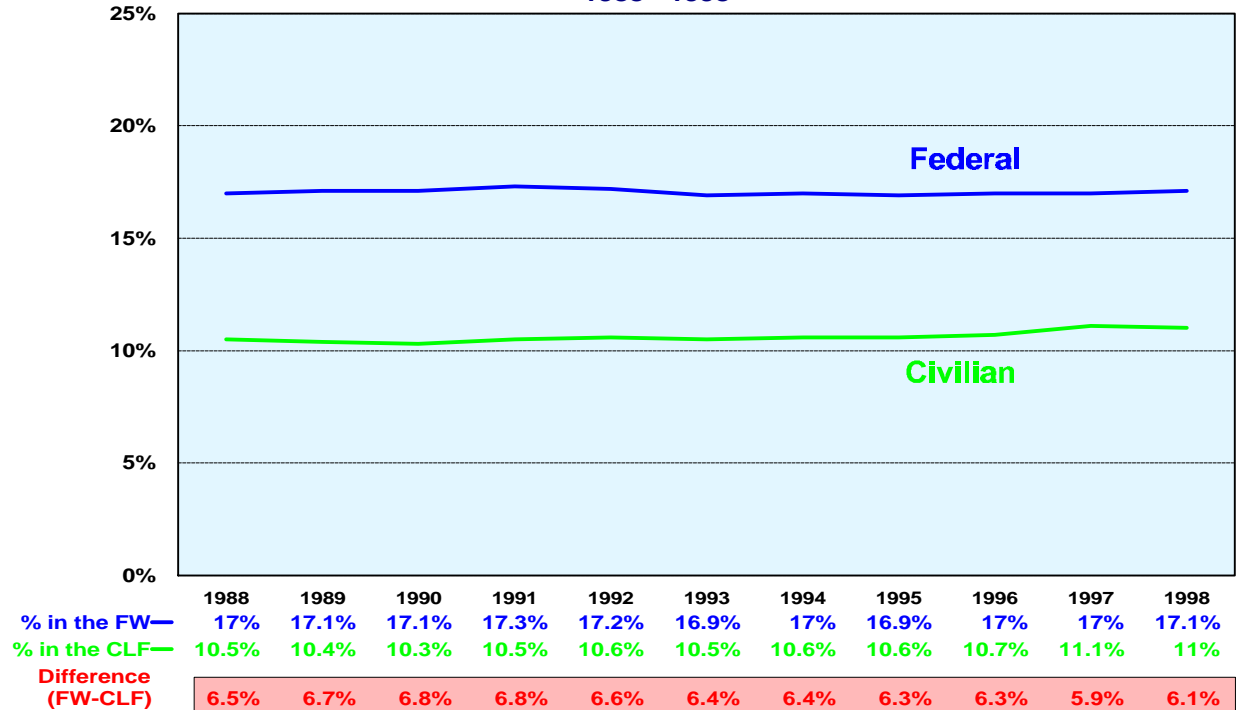
BLACKS IN THE PERMANENT FEDERAL WORKFORCE AND TOTAL CIVILIAN LABOR FORCE

The percentage of Blacks in the Federal workforce (FW) increased from 17.0 percent in 1988 to 17.1 percent in 1998. Blacks are better represented in the FW than in the Civilian Labor Force (CLF).

The representation of Blacks in the CLF increased from 10.5 percent in 1988 to 11.0 percent in 1998.

The gap between FW and CLF Black representation percentages is smaller this year (+6.1) than it was in 1988 (+6.5).

Trend of Black Representation in the FW and CLF
1988 - 1998



Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

BLACKS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations declined by 72 from 26,852 in 1997 to 26,780 in 1998. Blacks represented 8.1 percent of all Federal employees in this occupational category in 1998, compared with 8.0 percent in 1997.

Black employment in administrative occupations increased by 2,447 from 69,902 in 1997 to 72,349 in 1998. Blacks represented 14.4 percent of all Federal employees in this occupational category in 1998, compared with 14.1 percent in 1997.

Black employment in technical occupations declined by 972 from 74,199 in 1997 to 73,227 in 1998. Blacks represented 23.7 percent of all Federal employees in this occupational category in 1998, compared with 23.4 percent in 1997.

Black employment in clerical occupations declined by 3,915 from 50,825 in 1997 to 46,910 in 1998. Blacks represented 28.9 percent of all Federal employees in this occupational category in 1998, compared with 29.0 percent in 1997.

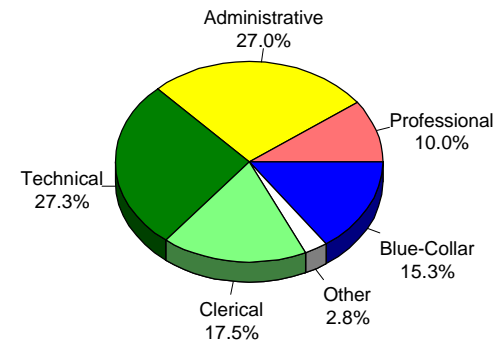
Almost two-thirds (64.3 percent) of all Blacks in the Federal workforce are employed in professional, administrative, and technical occupations.

Blacks as a Percent of All Employees
in each Occupational Category

(September 1998)

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	26,780	8.1
Administrative	72,349	14.4
Technical	73,227	23.7
Clerical	46,910	28.9
Other	7,515	17.4
White-Collar	226,781	16.8
Blue-Collar	41,060	18.7
Total	267,841	17.1

Distribution of Blacks
in each Occupational Category



BLACK EMPLOYMENT IN THE 10 MOST POPULOUS OCCUPATIONS

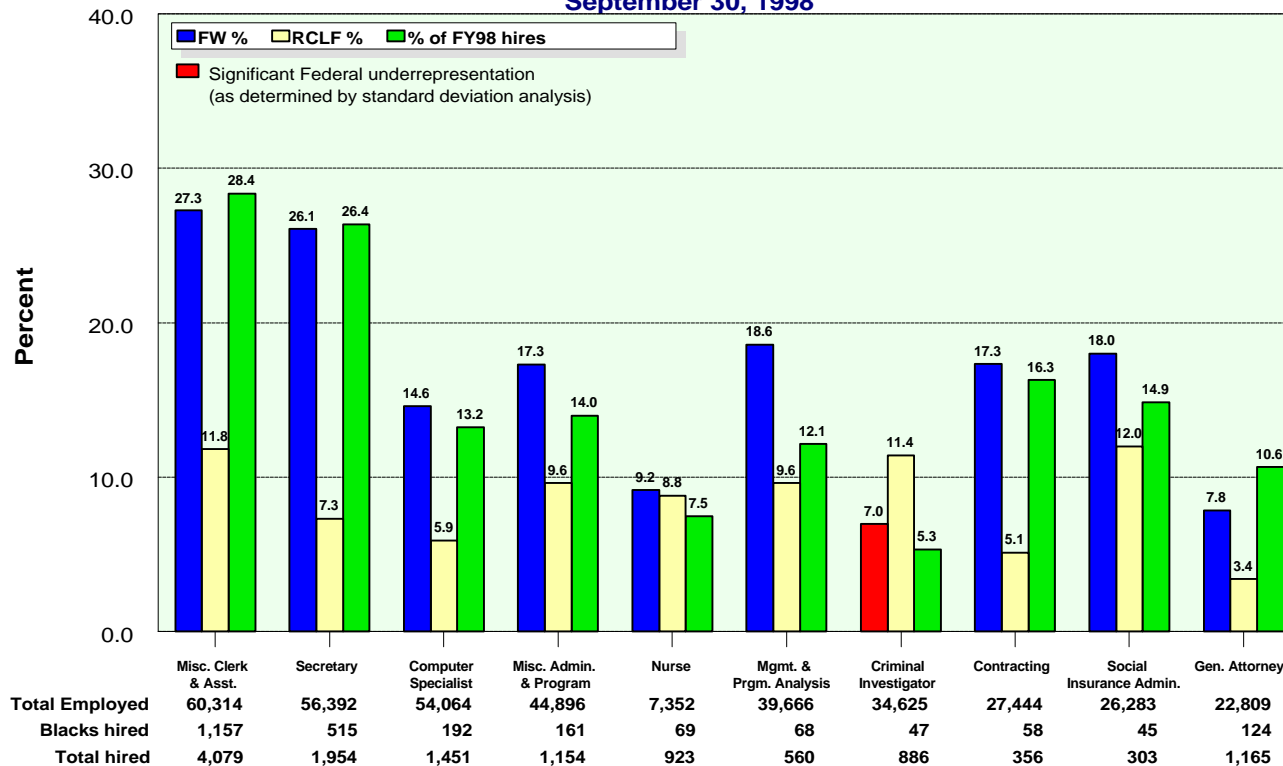
Black representation in the FW was below the Black representation in the Relevant Civilian Labor Force (RCLF) in one of the 10 most populous Federal occupations: Criminal Investigator.

Blacks are best represented in the Miscellaneous Clerk and Assistant; Secretary; Computer Specialist; Miscellaneous Administration and Program; Management and Program Analysis; Contracting; and Social Insurance Administration occupations.

Blacks as a percentage of new hires did not meet the percentage of Blacks in the RCLF in the one occupation (Criminal Investigator) where they are underrepresented.

Black Representation and FY98 Hiring, Governmentwide, In the Ten Most Populous Occupations

September 30, 1998



Source: U.S. OPM's Central Personnel Data File

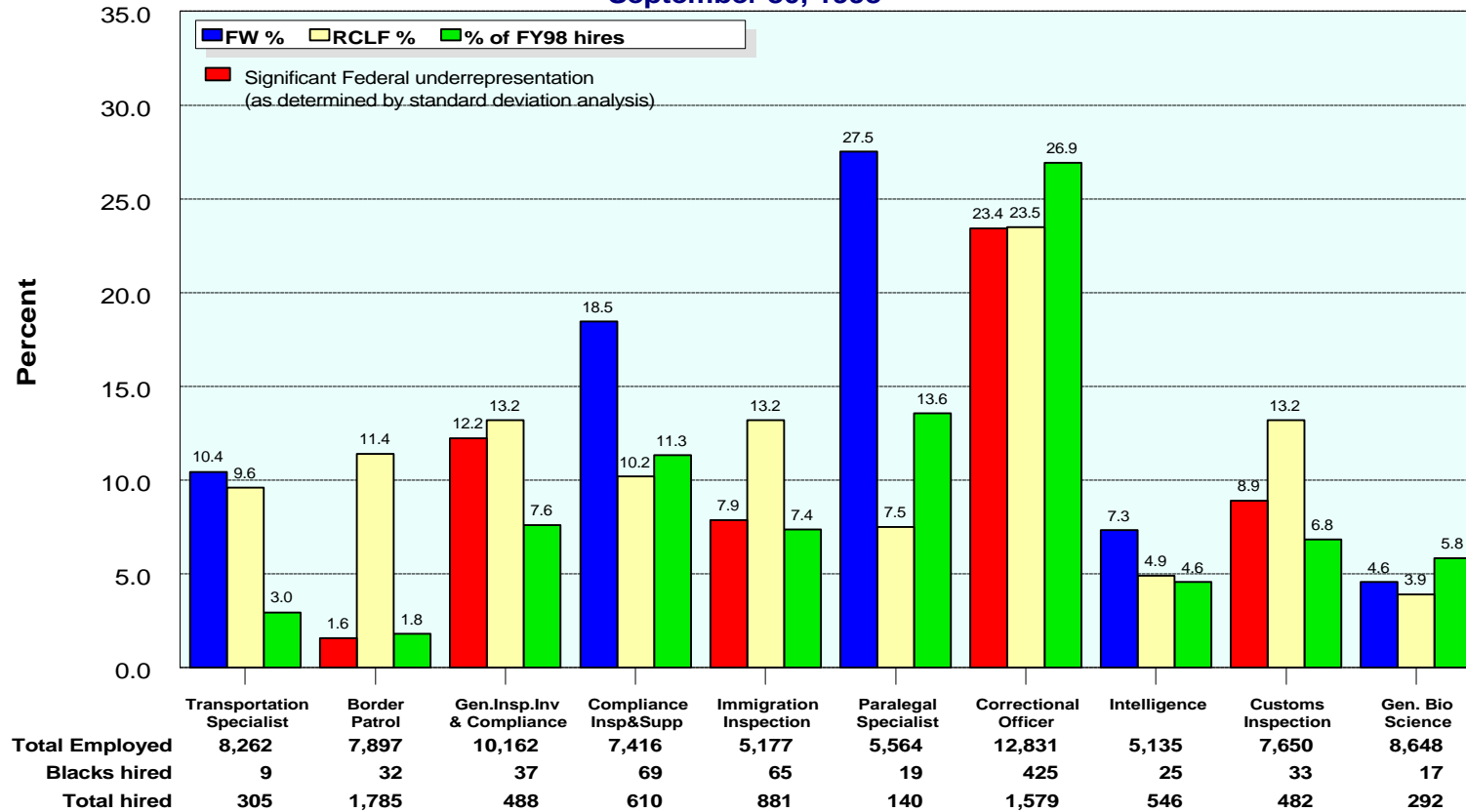
BLACK EMPLOYMENT IN THE TOP 10 GROWING OCCUPATIONS

Black representation was below the Relevant Civilian Labor Force (RCLF) in five of the top 10 fastest growing occupations (those with 5,000 or more employees, having the largest net increase in employment from 1994 to 1998): Border Patrol; General Inspection, Investigation and Compliance; Immigration Inspection; Correctional Officer; and Customs Inspection.

Blacks are best represented in the Transportation Specialist; Compliance, Inspection and Support; Paralegal Specialist; and Intelligence occupations.

Blacks as a percentage of new hires exceeded the percentage of Blacks in the RCLF in two (Border Patrol and Correctional Officer) out of the five of the top growing Federal occupations where they are underrepresented.

**Black Representation and FY98 Hiring, Governmentwide,
In the Top Ten Growing Occupations
September 30, 1998**



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

Blacks represented 29.6 percent (20,316) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 5,265 Black men and 15,051 Black women at these grades in 1998. Blacks in this grade group declined by 2,424 since 1997.

Blacks represented 25.8 percent (99,476) of all employees in GSR grades 5 through 8. There were 22,672 Black men and 76,804 Black women at these grades in 1998. Blacks in this grade group declined by 2,083 since 1997.

Blacks represented 14.0 percent (78,534) of all employees in GSR grades 9 through 12. There were 28,334 Black men and 50,200 Black women at these grades in 1998. Blacks in this group increased by 647 since 1997.

Blacks represented 8.6 percent (27,533) of all employees in GSR grades 13 through 15. There were 13,228 Black men and 14,305 Black women at these grades in 1998. Blacks in this grade group increased by 1,514 since 1997.

Blacks represented 6.5 percent (923) of all employees in Senior Pay levels. There were 590 Black men and 333 Black women at these pay levels in 1998. Blacks at Senior Pay levels increased by 19 since 1997.

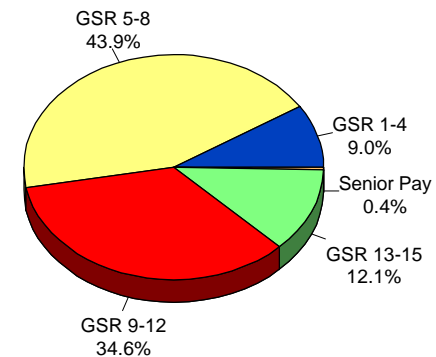
Almost 47 percent of all Blacks in white-collar occupations were employed in GSR grades 9 through 15.

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

(September 1998)

	<u>Black Employment</u>	<u>Percent of FW</u>
GSR 1-4	20,316	29.6
GSR 5-8	99,476	25.8
GSR 9-12	78,534	14.0
GSR 13-15	27,533	8.6
Senior Pay	923	6.5

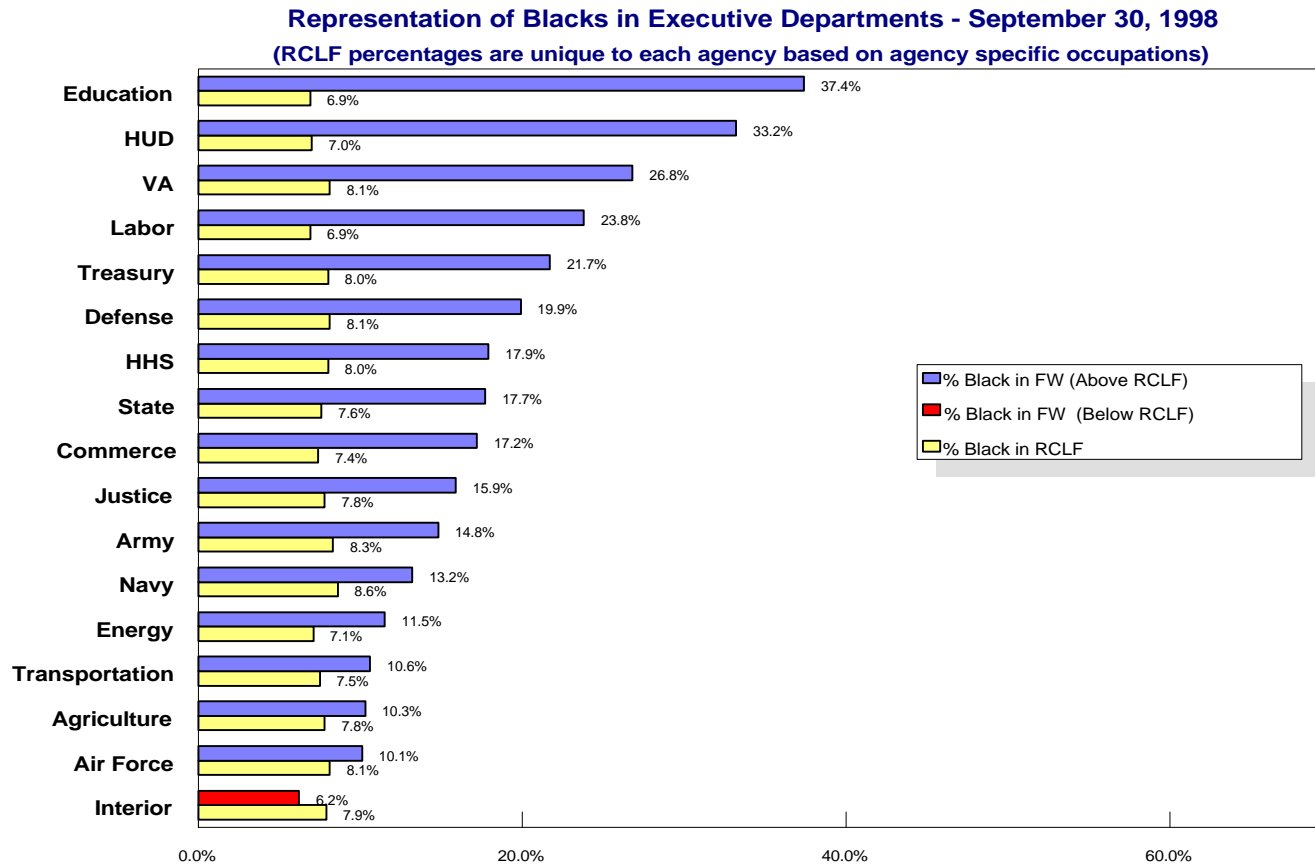
Distribution of Blacks
in General Schedule and Related Grade Groups and Senior Pay



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, Health and Human Services (HHS), State, Commerce, Justice, Army, Navy, Energy, Transportation, Agriculture, and Air Force.

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

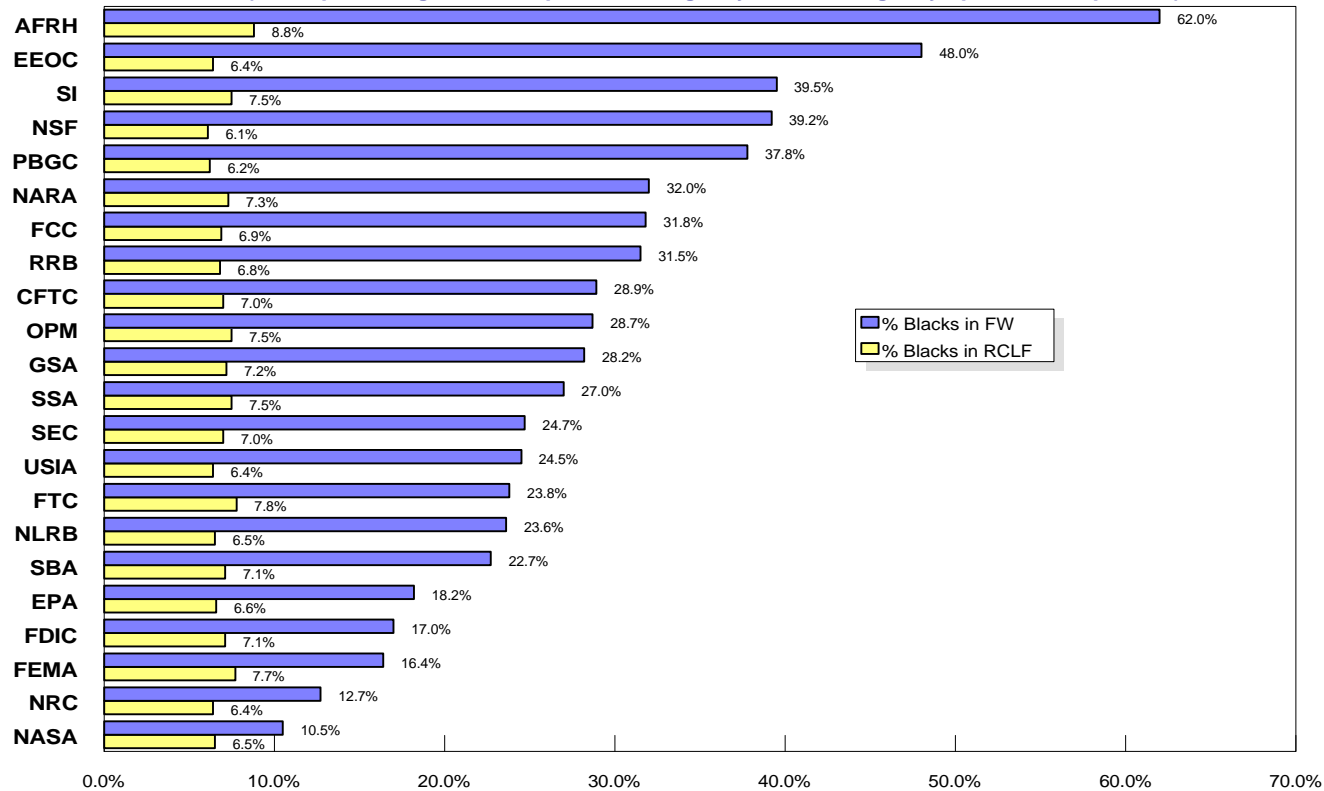


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
Civilian data derived from the 1990 Census

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), United States Information Agency (USIA), Federal Trade Commission (FTC), National Labor Relations Board (NLRB), Small Business Administration (SBA), 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, 1998
 (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, 1998.
 Civilian data derived from the 1990 Census

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HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

Hispanic employees represented 6.4 percent (99,632) of the permanent Federal workforce (FW) as of September 30, 1998, compared to 6.2 percent in 1997. Hispanics constituted 10.8 percent of the Civilian Labor Force (CLF) in 1998.

Among Hispanic employees, 59,602 were men and 40,030 were women.

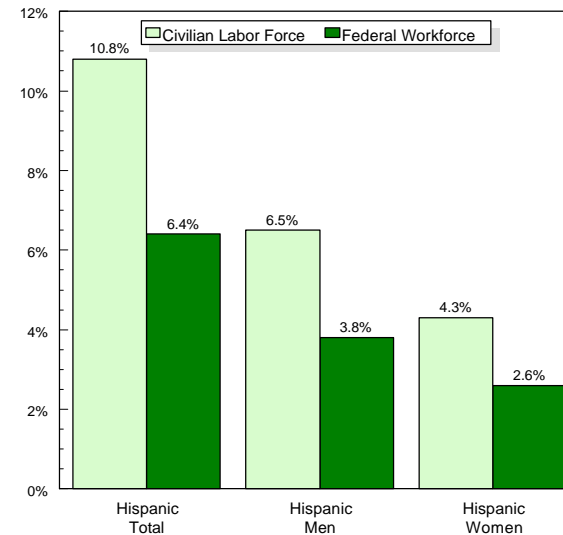
The representation of Hispanic men in the FW increased from 3.7 percent in 1997 to 3.8 percent in 1998, compared to 6.5 percent in the CLF for 1998.

The representation of Hispanic women in the FW increased from 2.5 percent in 1997 to 2.6 percent in 1998, compared to 4.3 percent in the CLF for 1998.

Hispanic representation in the Federal workforce continues to lag behind Hispanic representation in the civilian labor force.

September 1998

	<u>Federal (FW)</u>	<u>Civilian (CLF)</u>
Total	6.4	10.8
Men	3.8	6.5
Women	2.6	4.3

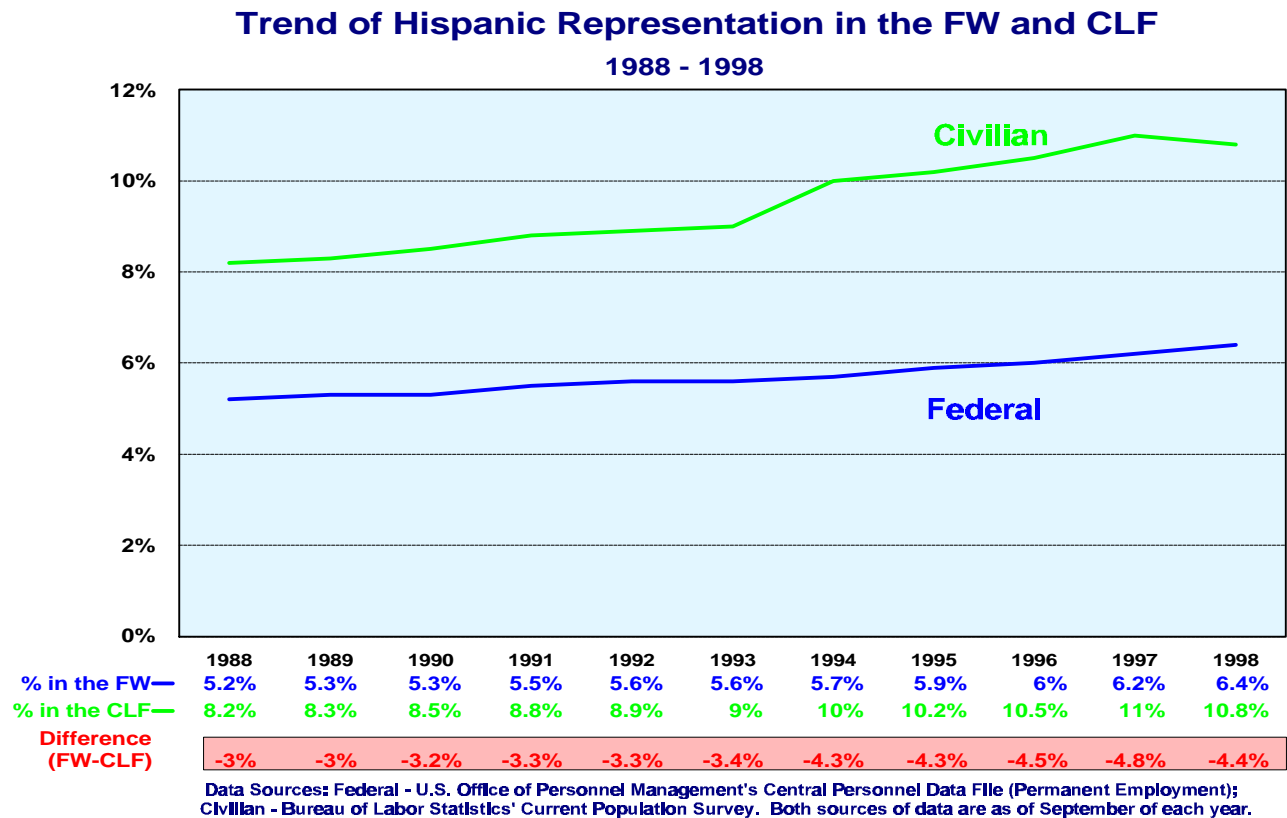


HISPANICS IN THE PERMANENT FEDERAL WORKFORCE AND TOTAL CIVILIAN LABOR FORCE

Although the percentage of Hispanics in the Federal workforce (FW) increased from 5.2 percent in 1988 to 6.4 percent in 1998, employment of Hispanics continues to be an area in which the Federal Government is not keeping pace with the Civilian Labor Force (CLF).

Representation of Hispanics in the CLF increased from 8.2 percent in 1988 to 10.8 percent in 1998.

The gap between FW and CLF Hispanic representation percentages is greater this year (-4.4) than it was in 1988 (-3.0).



HISPANICS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanics as a Percent of All Employees
in each Occupational Category

(September 1998)

	Hispanic Employment	Percent of FW
Professional	13,140	4.0
Administrative	29,856	6.0
Technical	21,764	7.0
Clerical	11,358	7.0
Other	6,305	14.6
White-Collar	82,423	6.1
Blue-Collar	17,209	7.8
Total	99,632	6.4

Hispanic employment in professional occupations declined by 11 from 13,151 in 1997 to 13,140 in 1998. Hispanics represented 4.0 percent of all Federal employees in this occupational category in 1998, compared with 3.9 percent in 1997.

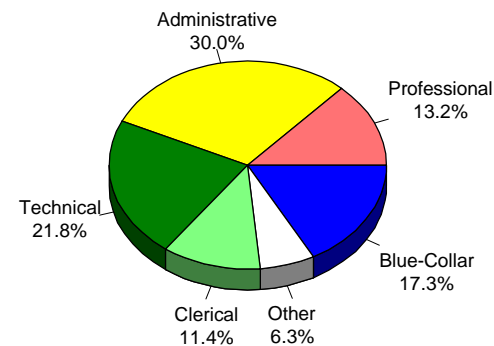
Hispanic employment in administrative occupations increased by 1,404 from 28,452 in 1997 to 29,856 in 1998. Hispanics made up 6.0 percent of all Federal employees in this occupational category in 1998, compared with 5.7 percent in 1997.

Hispanic employment in technical occupations increased by 264 from 21,500 in 1997 to 21,764 in 1998. Hispanics represented 7.0 percent of all Federal employees in this occupational category in 1998, compared with 6.8 percent in 1997.

Hispanic employment in clerical occupations declined by 493 from 11,851 in 1997 to 11,358 in 1998. Hispanics made up 7.0 percent of all Federal employees in this occupational category in 1998, compared with 6.8 percent in 1997.

Almost two-thirds (64 percent) of all Hispanics in the Federal workforce (FW) are employed in professional, administrative, and technical occupations.

Distribution of Hispanics
in each Occupational Category



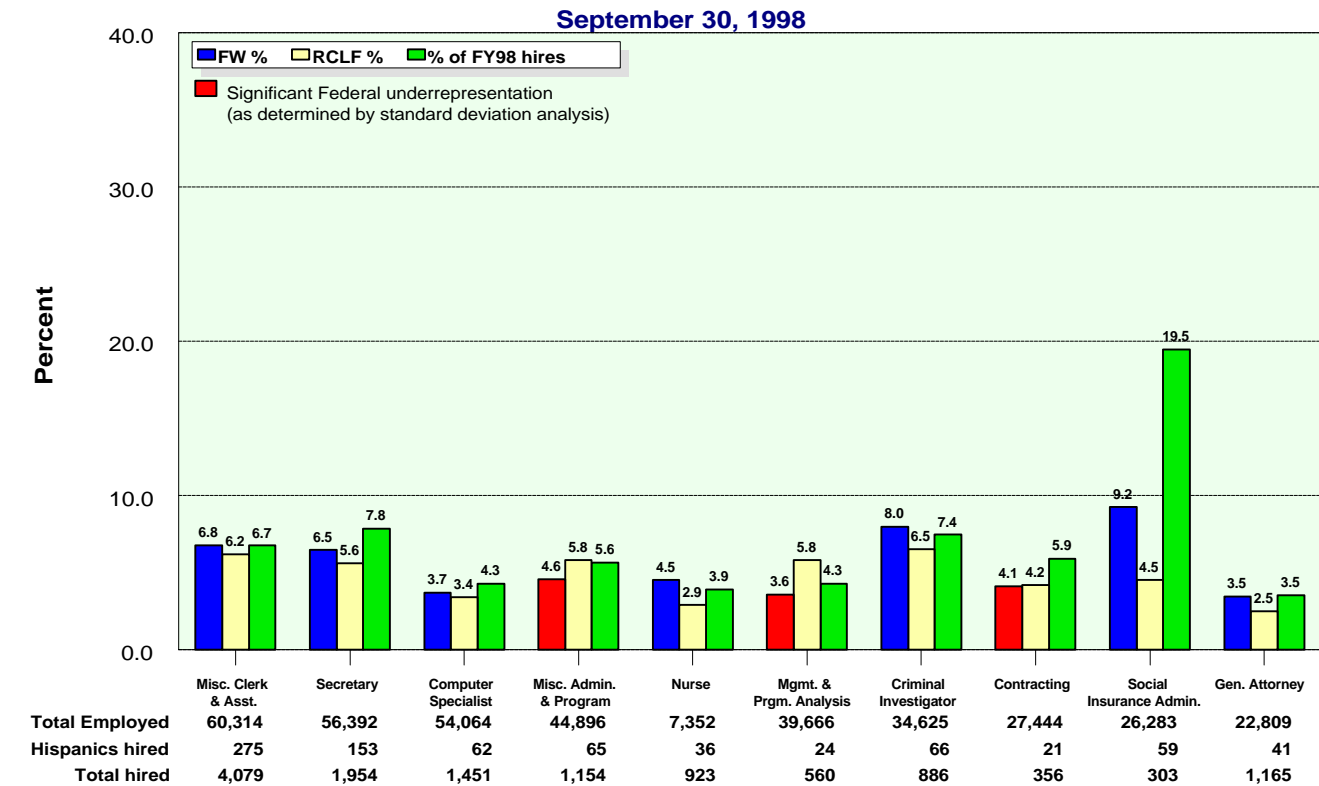
HISPANIC EMPLOYMENT IN THE 10 MOST POPULOUS OCCUPATIONS

Hispanic representation in the FW was below the Hispanic representation in the Relevant Civilian Labor Force (RCLF) in three out of 10 most populous Federal occupations: Miscellaneous Administration and Program; Management and Program Analysis; and Contracting.

Hispanics are best represented in the Criminal Investigator and Social Insurance Administration occupations.

Hispanics as a percentage of new hires met or exceeded the percentage of Hispanics in the RCLF in one (Contracting) of the three most populous Federal occupations where they are underrepresented.

Hispanic Representation and FY98 Hiring, Governmentwide, In The Ten Most Populous Occupations



Source: U.S. OPM's Central Personnel Data File

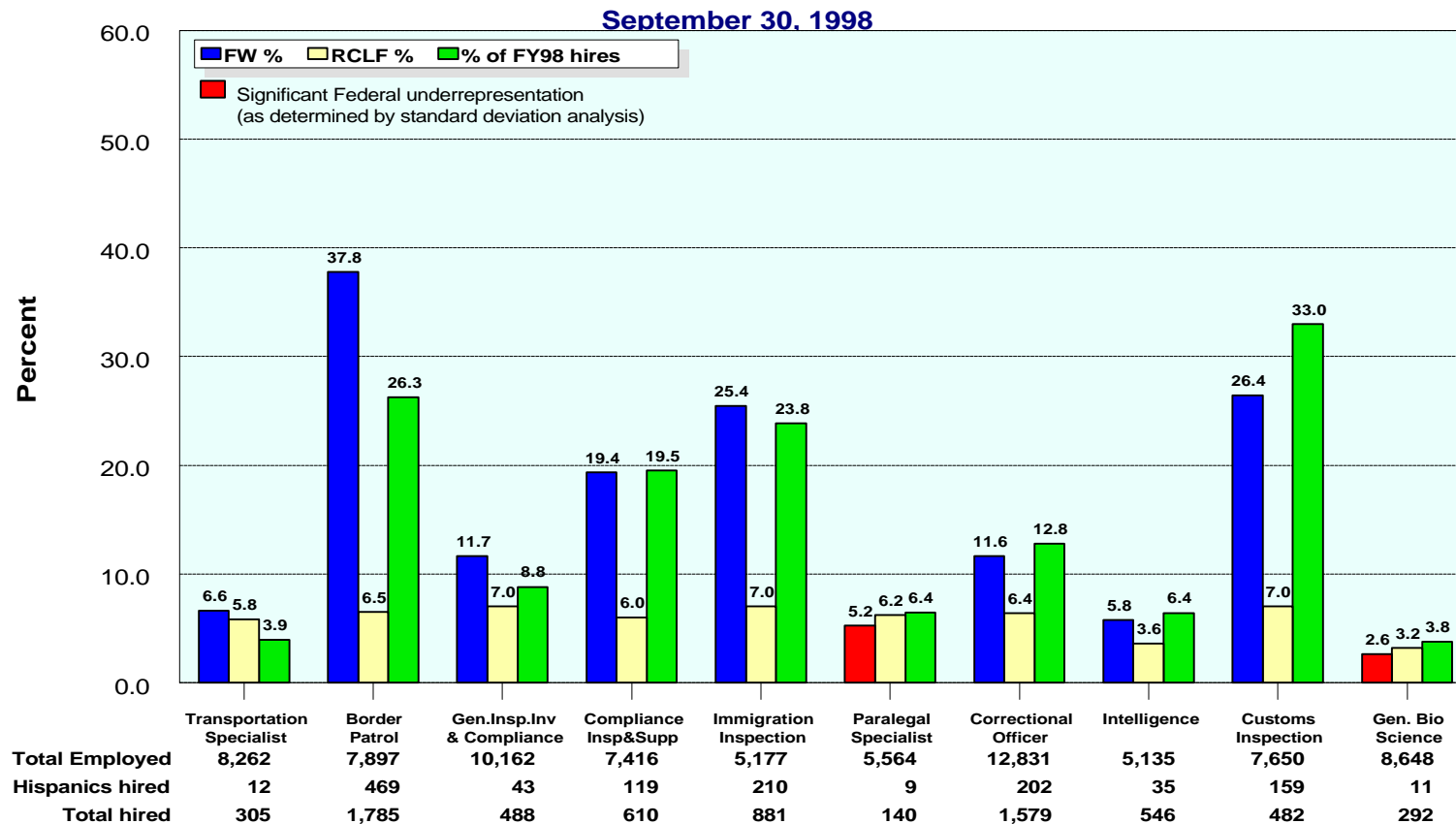
HISPANIC EMPLOYMENT IN THE TOP 10 GROWING OCCUPATIONS

Hispanic representation in the FW was below the Hispanic representation in the Relevant Civilian Labor Force (RCLF) in two of the the top 10 fastest growing occupations (those with 5,000 or more employees, having the largest net increase in employment from 1994 to 1998): Paralegal Specialist and General Biological Science.

Hispanics are best represented in the Border Patrol, Immigration Inspection, and Customs Inspection occupations.

Hispanics as a percentage of new hires met or exceeded the percentage of Hispanics in the RCLF in both (Paralegal Specialist and General Biological Science) of the growing occupations where they are underrepresented.

Hispanic Representation and FY98 Hiring, Governmentwide, In the Top Ten Growing Occupations



Source: U.S. OPM's Central Personnel Data File

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

Hispanics represented 7.6 percent (5,224) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 1,794 Hispanic men and 3,430 Hispanic women at these grades in 1998. Hispanics in this grade group declined by 169 since 1997.

Hispanics represented 7.7 percent (29,802) of all employees in GSR grades 5 through 8. There were 11,559 Hispanic men and 18,243 Hispanic women at these grades in 1998. Hispanics in this grade group increased by 44 since 1997.

Hispanics represented 6.3 percent (35,003) of all employees in GSR grades 9 through 12. There were 21,161 Hispanic men and 13,842 Hispanic women at these grades in 1998. Hispanics in this grade group increased by 1,070 since 1997.

Hispanics represented 3.8 percent (11,995) of all employees in the GSR grades 13 through 15. There were 8,847 Hispanic men and 3,148 Hispanic women at these grades in 1998. Hispanics in this grade group increased by 629 since 1997.

Hispanics represented 2.8 percent (399) of all employees at Senior Pay levels. There were 286 Hispanic men and 113 Hispanic women at these pay levels in 1998. Hispanics at Senior Pay levels increased by 32 since 1997.

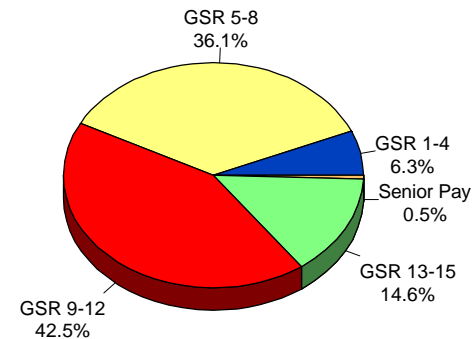
Over 40 percent of Hispanics in white-collar occupations were employed in GSR grades 9 through 12.

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

(September 1998)

	Hispanic Employment	Percent of FW
GSR 1-4	5,224	7.6
GSR 5-8	29,802	7.7
GSR 9-12	35,003	6.3
GSR 13-15	11,995	3.8
Senior Pay	399	2.8

Distribution of Hispanics
in General Schedule and Related Grade Groups and Senior Pay

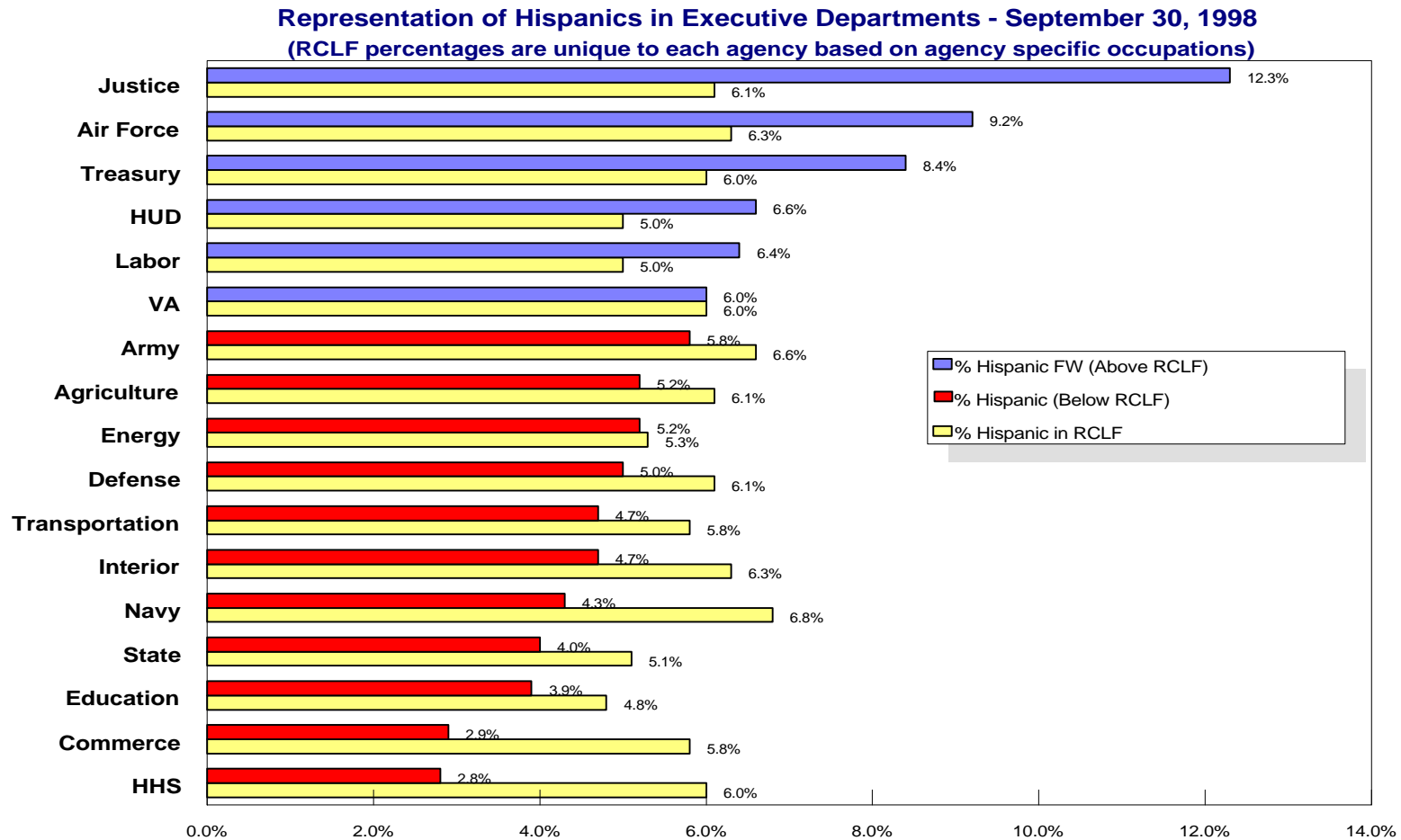


Source: U.S. OPM's Central Personnel Data File

HISPANICS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 6 OF 17 EXECUTIVE DEPARTMENTS

Hispanic representation in the FW met or exceeded Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following 6 Executive Departments: Justice, Air Force, Treasury, Housing and Urban Development (HUD), Labor, and Veterans Affairs (VA).

Hispanic representation in the FW was below Hispanic representation in the RCLF in the following 9 Executive Departments: Army, Agriculture, Energy, Defense, Transportation, Interior, Navy, State, Education, Commerce, and Health and Human Services (HHS).

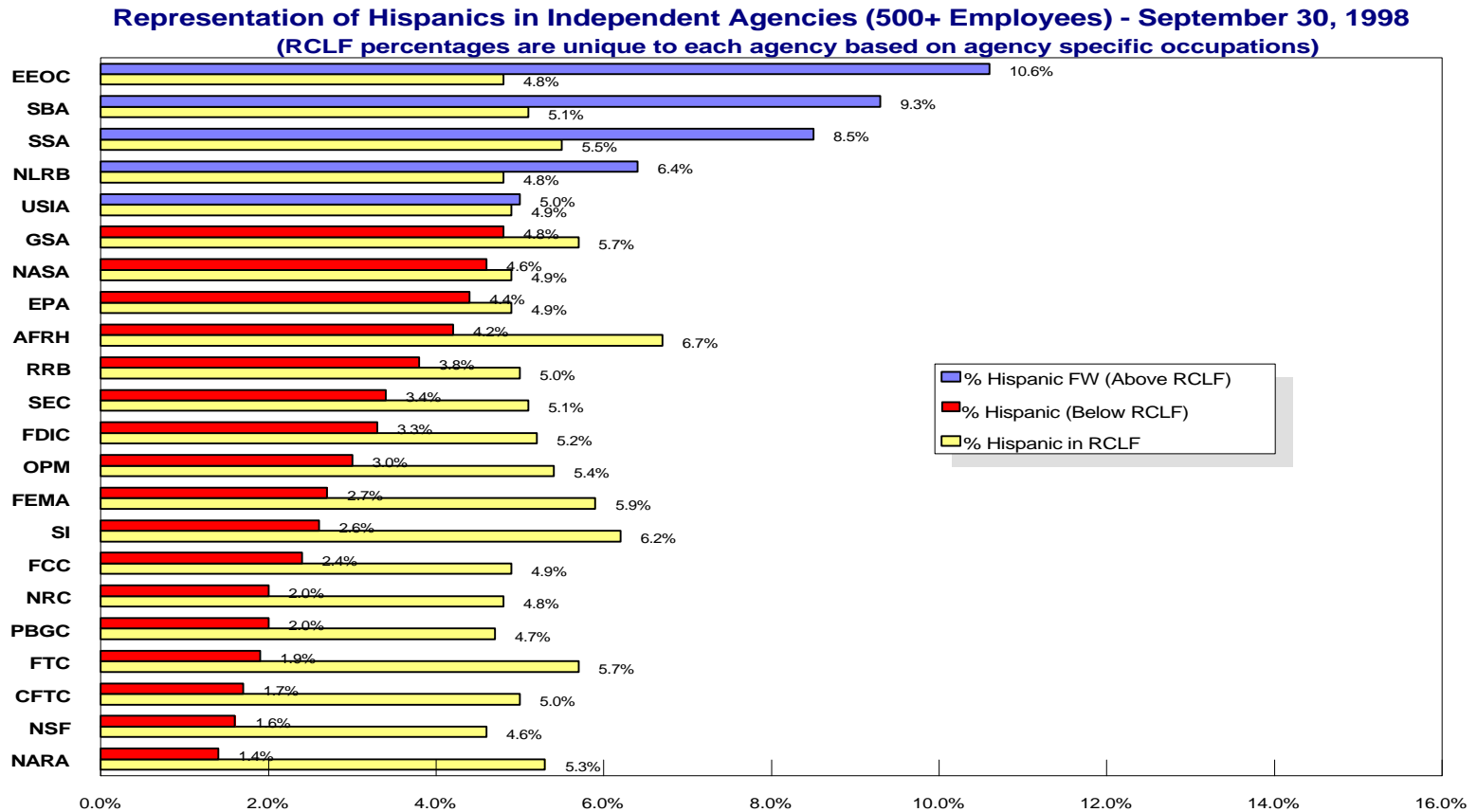


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
Civilian data derived from the 1990 Census

HISPANICS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 5 OF 22 INDEPENDENT AGENCIES

Hispanic representation in the FW met or exceeded Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following five independent agencies: Equal Employment Opportunity Commission (EEOC), Small Business Administration (SBA), Social Security Administration (SSA), National Labor Relations Board (NLRB), and the United States Information Agency (USIA).

Hispanic representation in the FW was below Hispanic representation in the RCLF in the following 17 independent agencies: General Services Administration (GSA), National Aeronautics and Space Administration (NASA), 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, 1998. Civilian data derived from the 1990 Census

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ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

ASIAN/PACIFIC ISLANDER EMPLOYMENT

The representation of Asian/Pacific Islander men in the Federal workforce continues to exceed the representation of Asian/Pacific Islander men in the civilian labor force.

September 1998

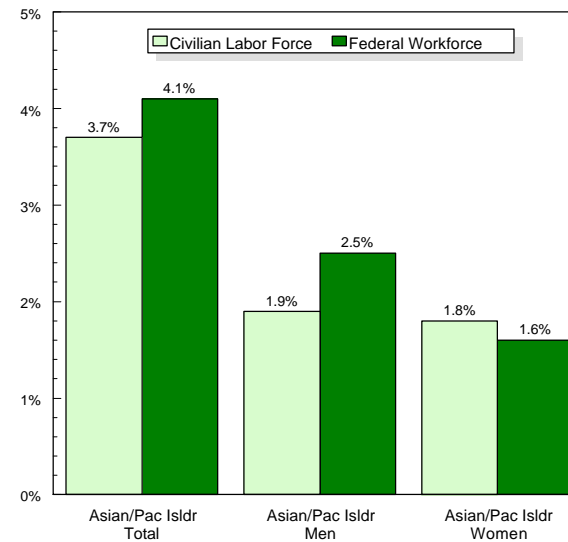
	<u>Federal (FW)</u>	<u>Civilian (CLF)</u>
Total	4.1	3.7
Men	2.5	1.9
Women	1.6	1.8

Asian/Pacific Islander employees represented 4.1 percent (64,117) of the Federal workforce (FW) as of September 30, 1998, compared to 4.0 in 1997. Asian/Pacific Islanders constituted 3.7 percent of the civilian labor force (CLF) in 1998.

Among the 64,117 Asian/Pacific Islander employees in the FW, 38,441 were men and 25,676 were women.

The representation of Asian/Pacific Islander men in the FW increased from 2.4 percent in 1997 to 2.5 percent in 1998, compared to 1.9 percent in the CLF for 1998.

The representation of Asian/Pacific Islander women in the FW remained unchanged from 1997 at 1.6 percent, compared to 1.8 percent in the CLF for 1998.



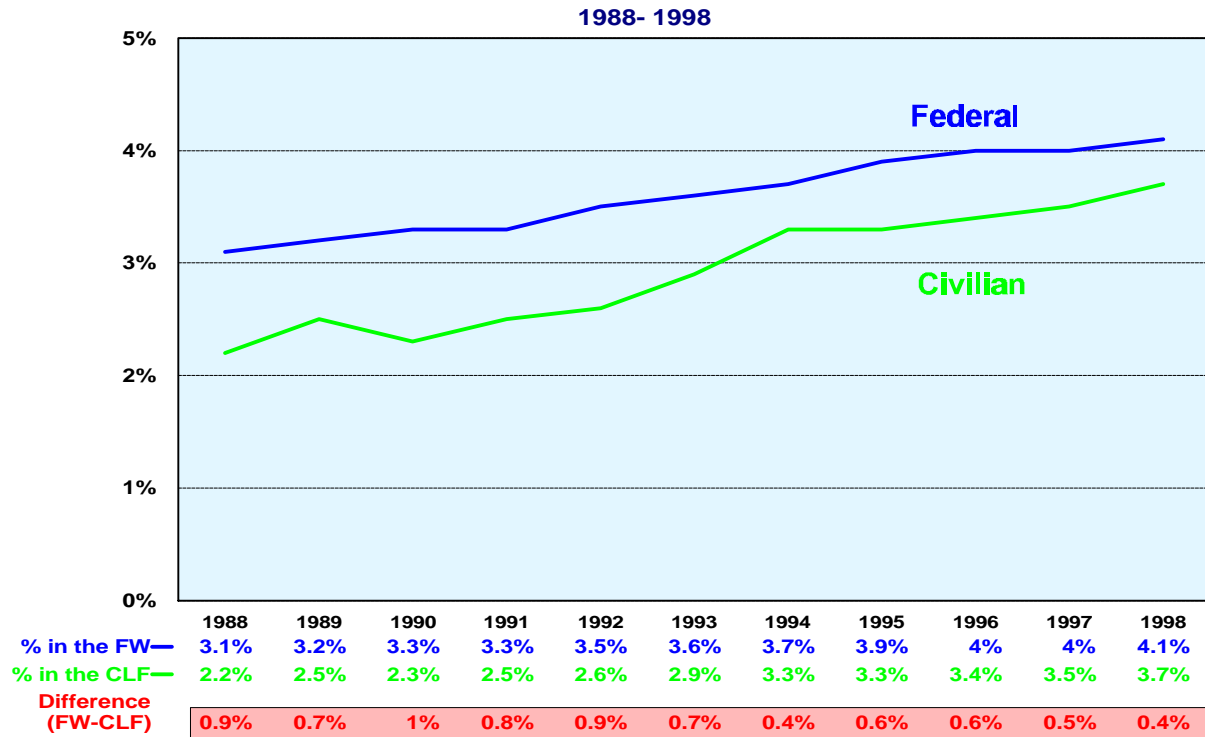
ASIAN/PACIFIC ISLANDERS IN THE PERMANENT FEDERAL WORKFORCE AND TOTAL CIVILIAN LABOR FORCE

The percentage of Asian/Pacific Islanders in the Federal workforce (FW) increased from 3.1 percent in 1988 to 4.1 percent in 1998. Asian/Pacific Islanders are better represented in the FW than in the Civilian Labor Force (CLF).

The representation of Asian/Pacific Islanders in the CLF increased from 2.2 percent in 1988 to 3.7 percent in 1998.

The gap between FW and CLF percentages is smaller in 1998 (+0.4) than it was in 1988 (+0.9).

Trend in Asian/Pacific Islander Representation in the FW and CLF



Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

ASIAN/PACIFIC ISLANDERS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations declined by 49 from 21,722 in 1997 to 21,673 in 1998. Asian/Pacific Islanders represented 6.6 percent of all Federal employees in this occupational category in 1998, compared to 6.4 percent in 1997.

Asian/Pacific Islander employment in administrative occupations increased by 556 from 13,630 in 1997 to 14,186 in 1998. Asian/Pacific Islanders represented 2.8 percent of all Federal employees in this occupational category in 1998, compared to 2.7 percent in 1997.

Asian/Pacific Islander employment in technical occupations declined by 37 from 10,653 in 1997 to 10,616 in 1998. Asian/Pacific Islanders represented 3.4 percent of all Federal employees in this occupational category in 1998, the same as in 1997.

Asian/Pacific Islander employment in clerical occupations declined by 210 from 6,151 in 1997 to 5,941 in 1998. Asian/Pacific Islanders made up 3.7 percent of all Federal employees in this occupational category in 1998, compared to 3.5 percent in 1997.

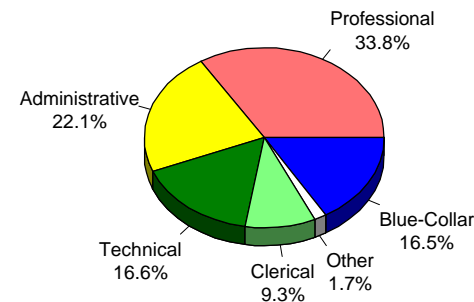
Almost three-quarters (72.5 percent) of all Asian/Pacific Islanders in the Federal workforce (FW) are employed in professional, administrative, and technical occupations.

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

(September 1998)

	<u>Asian / P.I. Employment</u>	<u>Percent of FW</u>
Professional	21,673	6.6
Administrative	14,186	2.8
Technical	10,616	3.4
Clerical	5,941	3.7
Other	1,088	2.5
White-Collar	53,504	4.0
Blue-Collar	10,613	4.8
Total	64,117	4.1

Distribution of Asian/Pacific Islanders
in each Occupational Category



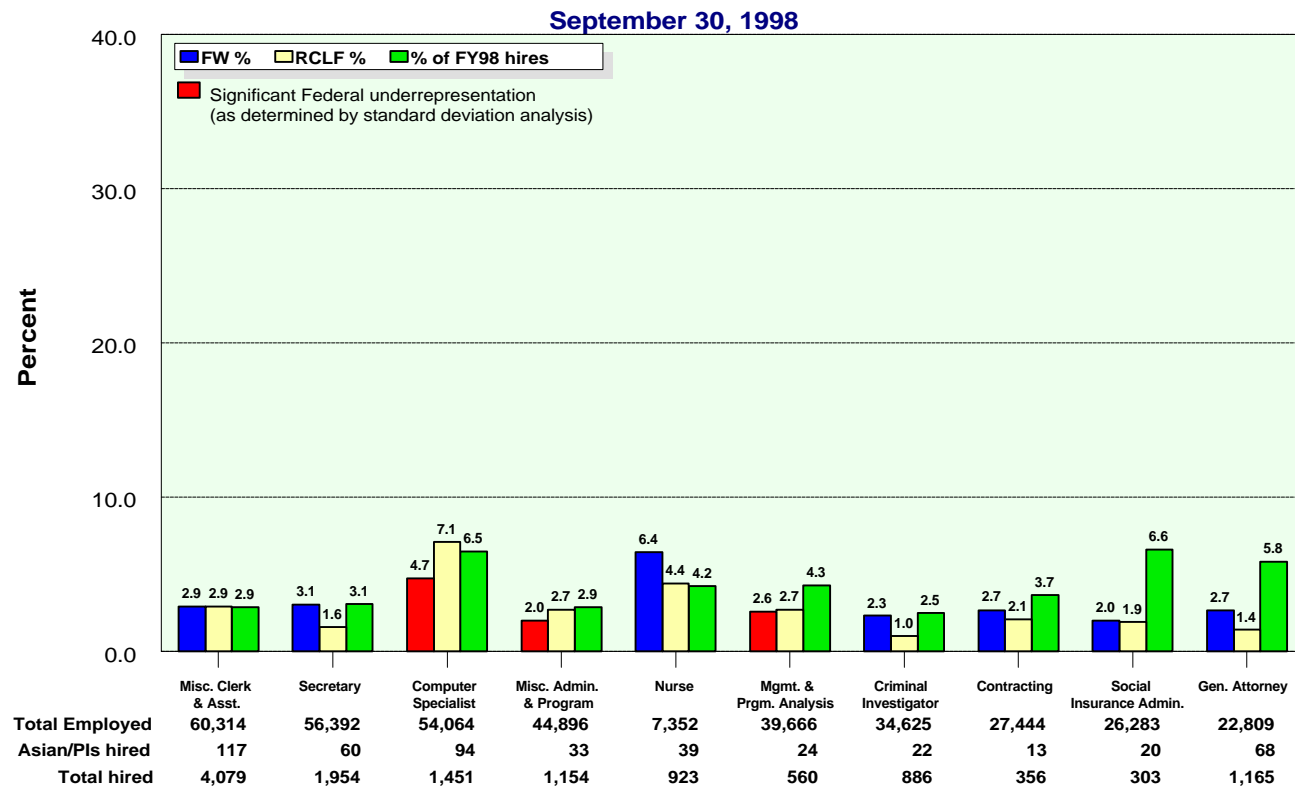
ASIAN/PACIFIC ISLANDER EMPLOYMENT IN THE 10 MOST POPULOUS OCCUPATIONS

Asian/Pacific Islander representation in the FW was below the Asian/Pacific Islander representation in the Relevant Civilian Labor Force (RCLF) in three out of the 10 most populous Federal occupations: Computer Specialist; Miscellaneous Administration and Program; and Management and Program Analysis.

Asian/Pacific Islanders are best represented in the Secretary; Nurse; Contracting; and General Attorney occupations.

Asian/Pacific Islanders as a percentage of new hires exceeded the percentage of Asian/Pacific Islanders in the RCLF in two (Miscellaneous Administration and Program; and Management and Program Analysis) of the three most populous Federal occupations where they are underrepresented.

Asian/Pacific Islander Representation and FY98 Hiring, Governmentwide, In the Ten Most Populous Occupations



Source: U.S. OPM's Central Personnel Data File

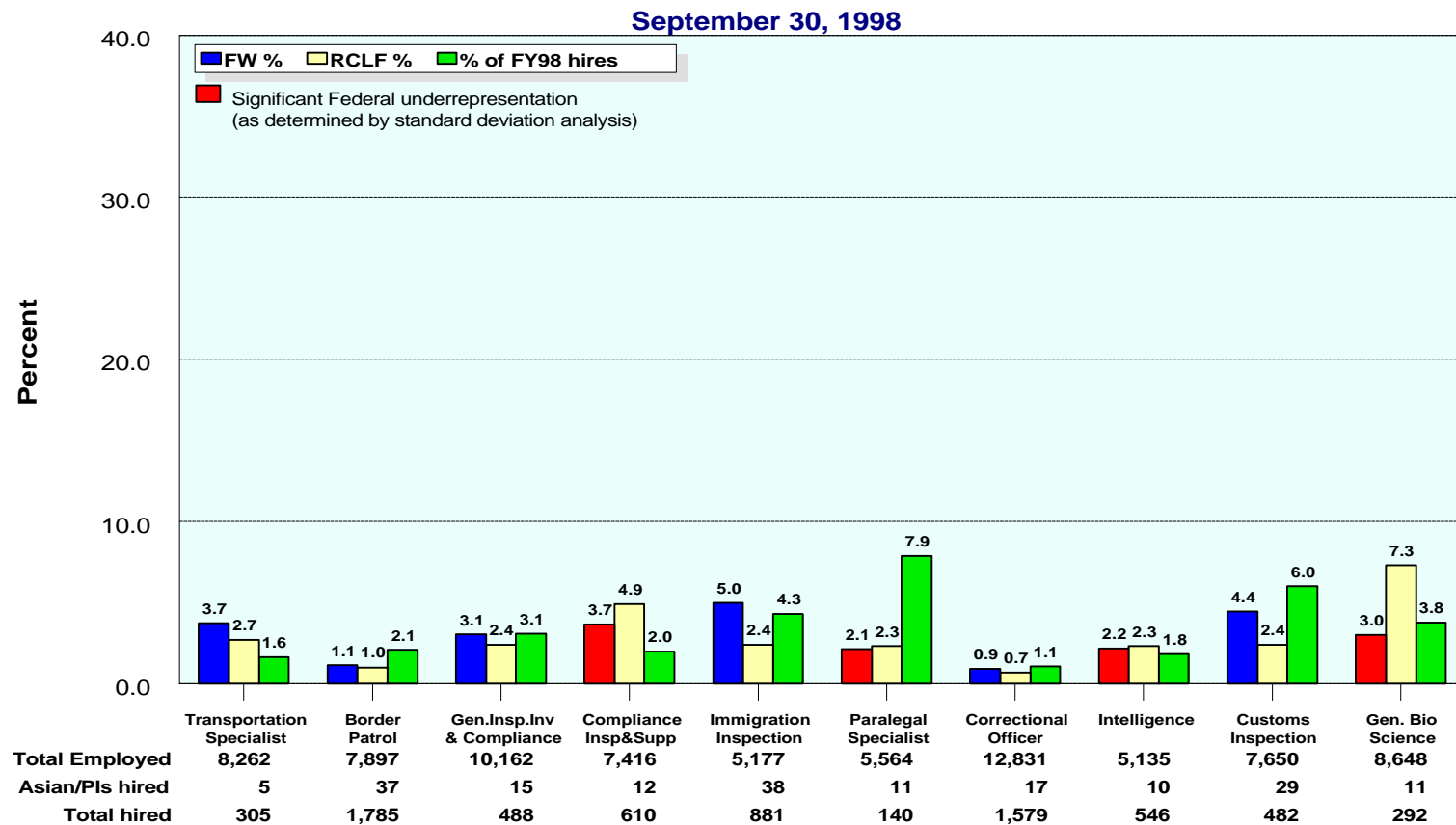
ASIAN/PACIFIC ISLANDER EMPLOYMENT IN THE TOP 10 GROWING OCCUPATIONS

Asian/Pacific Islander representation in the FW was below Asian/Pacific Islander representation in the Relevant Civilian Labor Force (RCLF) in four of the top ten fastest growing occupations (those with 5,000 or more employees, having the largest net increase in employment from 1994 to 1998): Compliance, Inspection and Support; Paralegal Specialist; Intelligence; and General Biological Science.

Asian/Pacific Islanders are best represented in the Transportation Specialist; General Inspection, Investigation, and Compliance; Immigration Inspection; and Customs Inspection occupations.

Asian/Pacific Islanders as a percentage of new hires exceeded the percentage of Asian/Pacific Islanders in the RCLF in one (Paralegal Specialist) out of four of the top growing occupations where they are underrepresented.

Asian/Pacific Islander Representation and FY98 Hiring, Governmentwide, In The Top Ten Growing Occupations



Source: U.S. OPM's Central Personnel Data File

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

Asian/Pacific Islanders represented 4.7 percent (3,249) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 840 Asian/Pacific Islander men and 2,409 Asian/Pacific Islander women at these grades in 1998. Asian/Pacific Islanders declined in this grade group by 153 since 1997.

Asian/Pacific Islanders represented 3.6 percent (13,710) of all employees in GSR grades 5 through 8. There were 4,628 Asian/Pacific Islander men and 9,082 Asian/Pacific Islander women at these grades in 1998. Asian/Pacific Islanders in this grade group increased by 62 since 1997.

Asian/Pacific Islanders represented 4.1 percent (23,136) of all employees in GSR grades 9 through 12. There were 13,583 Asian/Pacific Islander men and 9,553 Asian/Pacific Islander women at these grades in 1998. Asian/Pacific Islanders in this grade group declined by 191 since 1997.

Asian/Pacific Islanders represented 4.1 percent (13,120) of all employees in GSR grades 13 through 15. There were 9,413 Asian/Pacific men and 3,707 Asian/Pacific Islander women at these grades in 1998. Asian/Pacific Islanders in this grade group increased by 547 since 1997.

Asian/Pacific Islanders represented 2.0 percent (289) of all employees at Senior Pay levels. There were 218 Asian/Pacific Islander men and 71 Asian/Pacific Islander women at these pay levels in 1998. Asian/Pacific Islanders at Senior Pay levels increased by 31 since 1997.

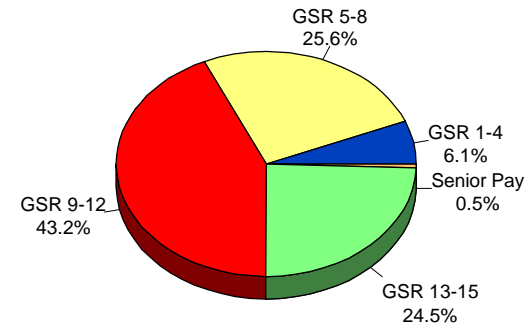
Almost one-quarter (24.5 percent) of all Asian/Pacific Islanders in white-collar occupations were employed in the GSR grades 13 through 15.

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

(September 1998)

	<u>Asian/P.I. Employment</u>	<u>Percent of FW</u>
GSR 1-4	3,249	4.7
GSR 5-8	13,710	3.6
GSR 9-12	23,136	4.1
GSR 13-15	13,120	4.1
Senior Pay	289	2.0

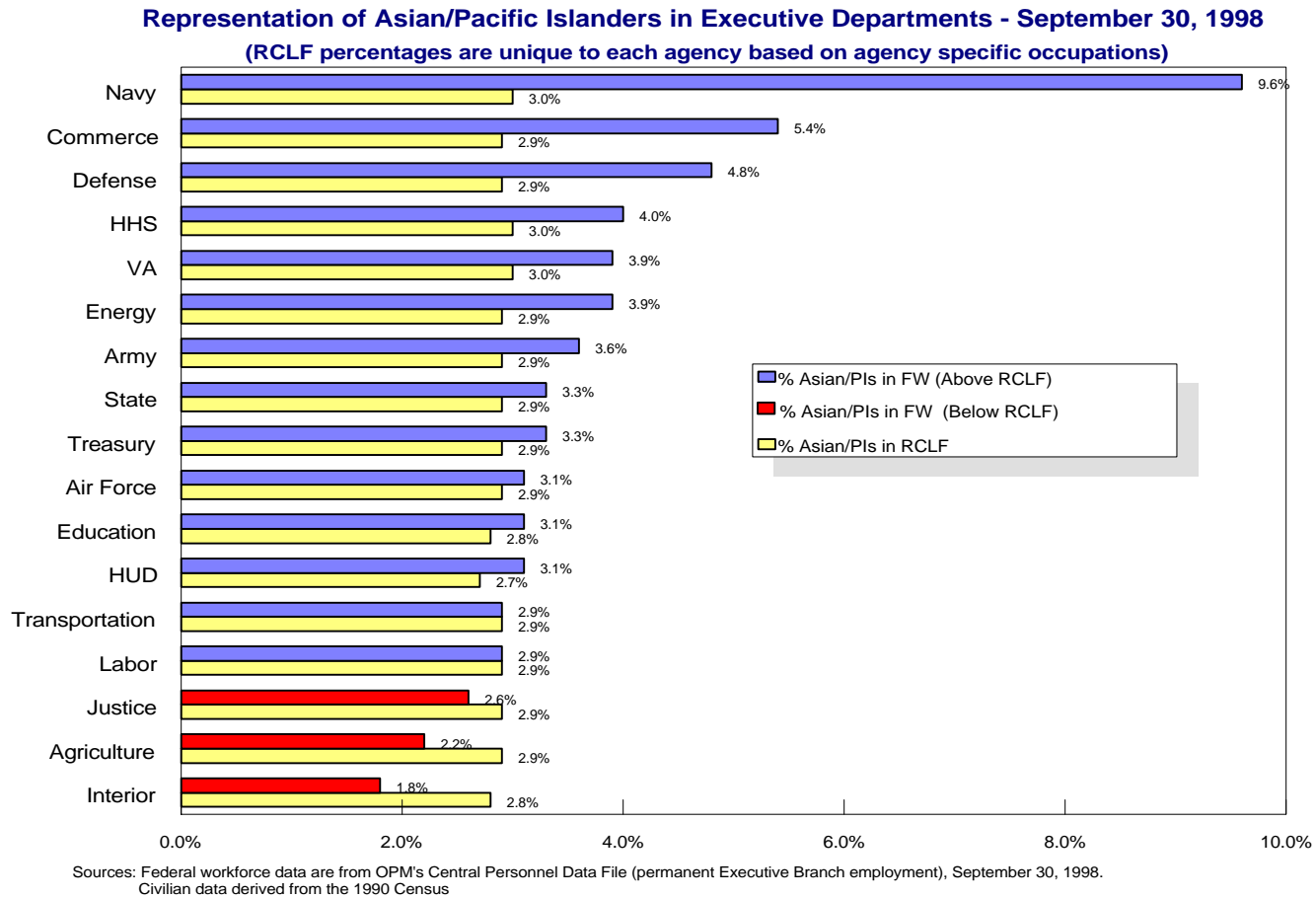
Distribution of Asian/Pacific Islanders
in General Schedule and Related Grade Groups and Senior Pay



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, Army, State, Treasury, Air Force, Education, Housing and Urban Development (HUD), Transportation, and Labor.

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.



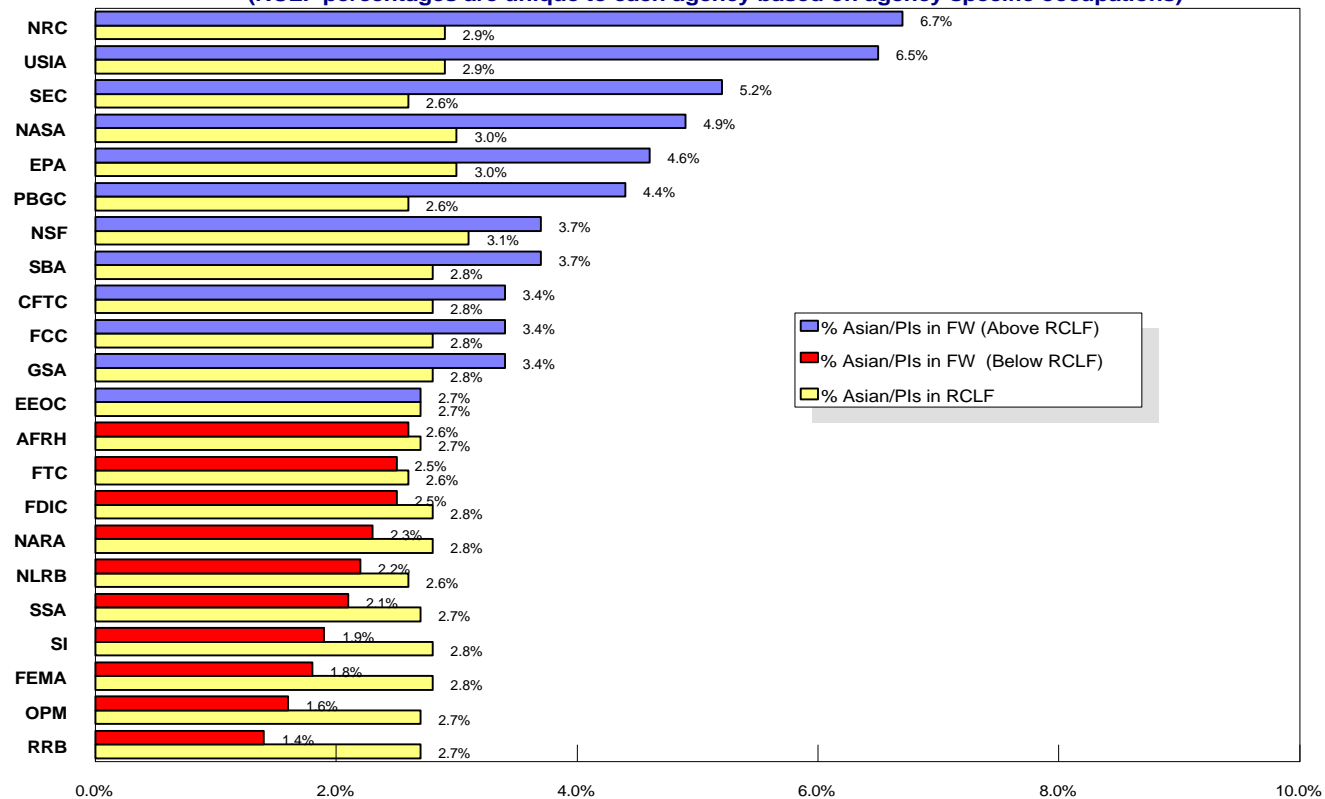
ASIAN/PACIFIC ISLANDERS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 12 OF 22 INDEPENDENT AGENCIES

Asian/Pacific Islander representation in the FW met or exceeded Asian/Pacific Islander representation in the Relevant Civilian Labor Force (RCLF) in the following 12 independent agencies: Nuclear Regulatory Commission (NRC), United States Information Agency (USIA), Securities and Exchange Commission (SEC), National Aeronautics and Space Administration (NASA), Environmental Protection Agency (EPA), Pension Benefit Guaranty Corporation (PBGC), National Science Foundation (NSF), Small Business Administration (SBA), Commodity Futures Trading Commission (CFTC), Federal Communications Commission (FCC), General Services Administration (GSA), and the Equal Employment Opportunity Commission (EEOC).

Asian/Pacific Islander representation in the FW was below Asian/Pacific Islander representation in the RCLF in the following 10 independent agencies: Armed Forces Retirement Home (AFRH), Federal Trade Commission (FTC), Federal Deposit Insurance Corporation (FDIC), National Archives and Records Administration (NARA), National Labor Relations Board (NLRB), Social Security Administration (SSA), Smithsonian Institution (SI), Federal Emergency Management Agency (FEMA), Office of Personnel Management (OPM), and the Railroad Retirement Board (RRB).

Representation of Asian/Pacific Islanders in Independent Agencies (500+ Employees) - September 30, 1998

(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, 1998.
Civilian data derived from the 1990 Census

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NATIVE AMERICANS IN THE FEDERAL WORKFORCE

NATIVE AMERICAN EMPLOYMENT

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

September 1998

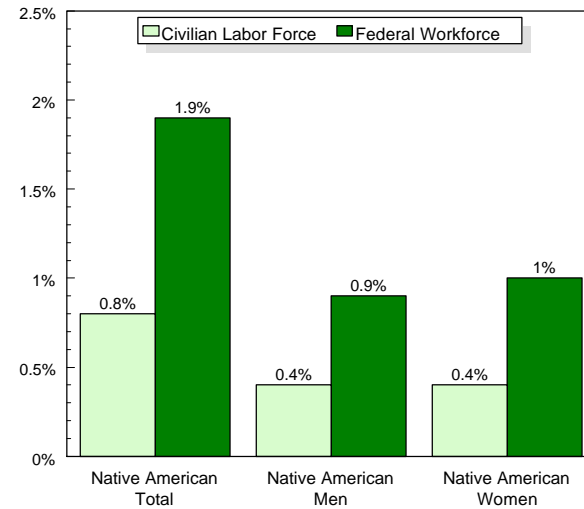
	<u>Federal (FW)</u>	<u>Civilian (CLF)</u>
Total	1.9	0.8
Men	0.9	0.4
Women	1.0	0.4

Native American employees represented 1.9 percent (29,766) of the Federal workforce (FW) as of September 30, 1998, the same as in 1997. Native Americans constituted 0.8 percent of the Civilian Labor Force (CLF) in 1998.

Among Native American employees, 14,449 were men and 15,317 were women.

The representation of Native American men in the FW remained unchanged at 0.9 percent since 1997, compared to 0.4 percent in the CLF for 1998.

The representation of Native American women in the FW remained unchanged at 1.0 percent since 1997, compared to 0.4 percent in the CLF for 1998.



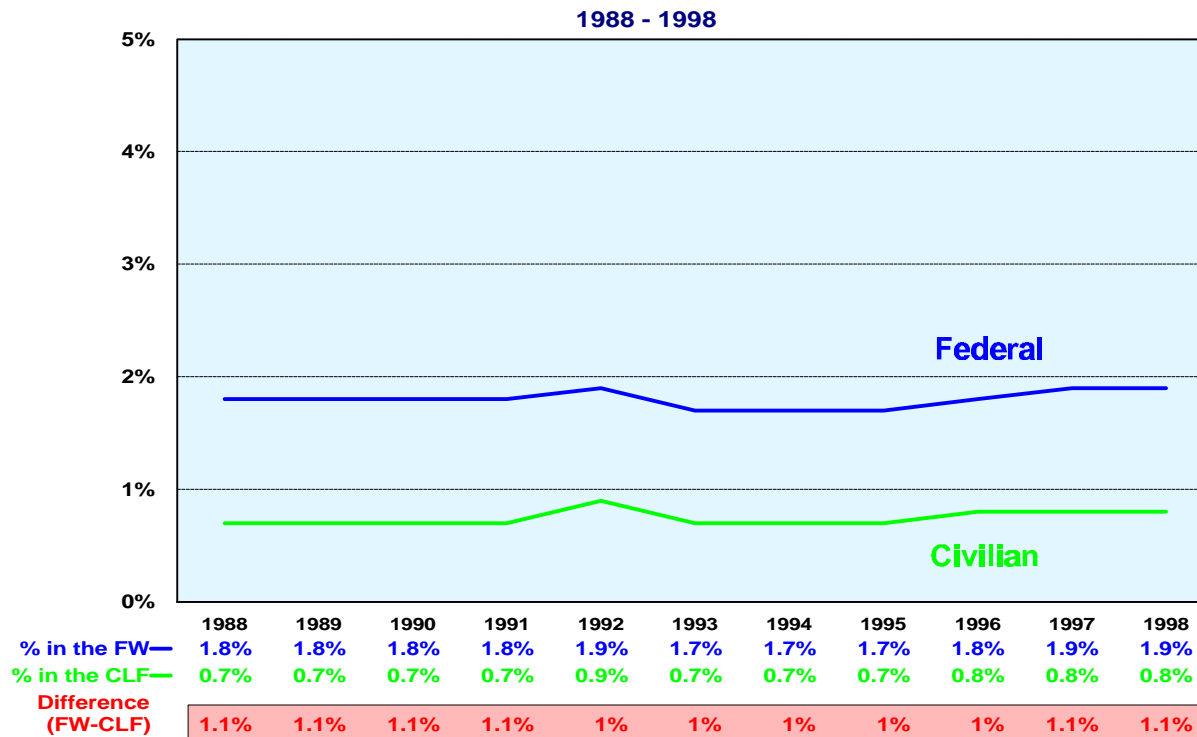
NATIVE AMERICANS IN THE PERMANENT FEDERAL WORKFORCE AND TOTAL CIVILIAN LABOR FORCE

The percentage of Native Americans in the Federal workforce (FW) increased from 1.8 percent in 1988 to 1.9 percent in 1998. Native Americans are better represented in the FW than in the Civilian Labor Force (CLF).

The representation of Native Americans in the CLF increased from 0.7 percent in 1988 to 0.8 percent in 1997.

The gap between FW and CLF percentages is the same this year (+1.1) as it was in 1988.

Trend in Native American Representation in the FW and CLF



Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

NATIVE AMERICANS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations increased by 76 from 4,270 in 1997 to 4,346 in 1998. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 1998, the same as in 1997.

Native American employment in administrative occupations increased by 218 from 6,825 in 1997 to 7,043 in 1998. Native Americans made up 1.4 percent of all Federal employees in this occupational category in 1998, the same as in 1997.

Native American employment in technical occupations declined by 113 from 8,330 in 1997 to 8,217 in 1998. Native Americans made up 2.7 percent of all Federal employees in this occupational category in 1998, compared to 2.6 percent in 1997.

Native American employment in clerical occupations declined by 121 from 4,172 in 1997 to 4,051 in 1998. Native Americans made up 2.5 percent of all Federal employees in this occupational category in 1998, compared with 2.4 percent in 1997.

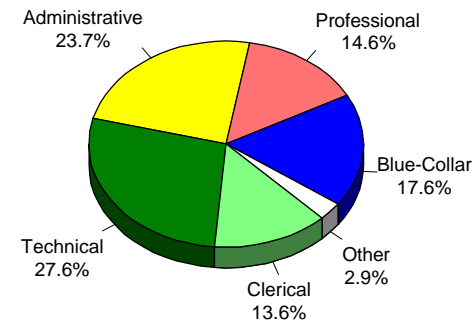
Almost two-thirds (65.9 percent) of all Native Americans in the FW are employed in professional, administrative, and technical occupations.

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

(September 1998)

	Native Amer. Employment	Percent of FW
Professional	4,346	1.3
Administrative	7,043	1.4
Technical	8,217	2.7
Clerical	4,051	2.5
Other	868	2.0
White-Collar	24,525	1.8
Blue-Collar	5,241	2.4
Total	29,766	1.9

Distribution of Native Americans
in each Occupational Category



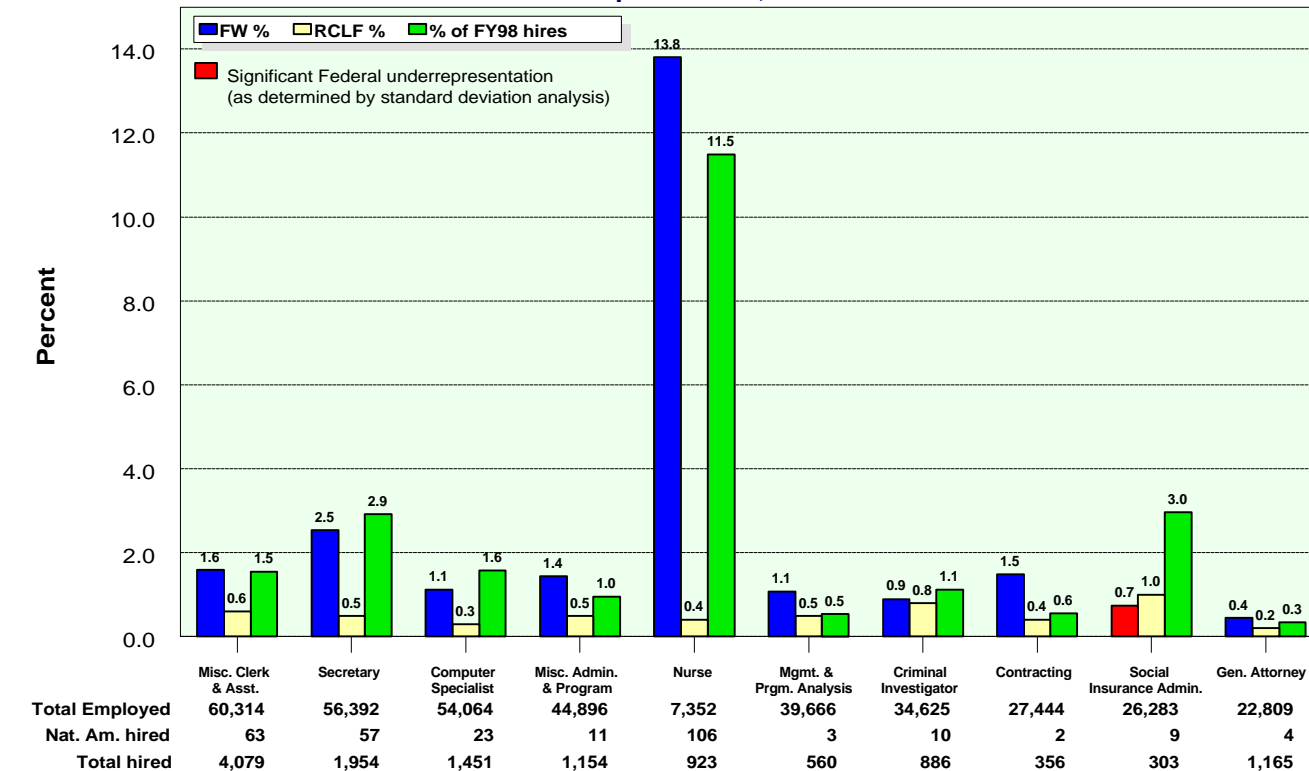
NATIVE AMERICAN EMPLOYMENT IN THE 10 MOST POPULOUS OCCUPATIONS

Native American representation was below the Relevant Civilian Labor Force (RCLF) in one of the 10 most populous Federal occupations: Social Insurance Administration.

Native Americans are best represented in the Secretary and Nurse occupations.

Native Americans as a percentage of new hires exceeded the percentage of Native Americans in the RCLF in the only occupation (Social Insurance Administration) where they are underrepresented.

**Native American Representation and FY98 Hiring, Governmentwide,
In the Ten Most Populous Occupations
September 30, 1998**



Source: U.S. OPM's Central Personnel Data File

NATIVE AMERICAN EMPLOYMENT IN THE TOP 10 GROWING OCCUPATIONS

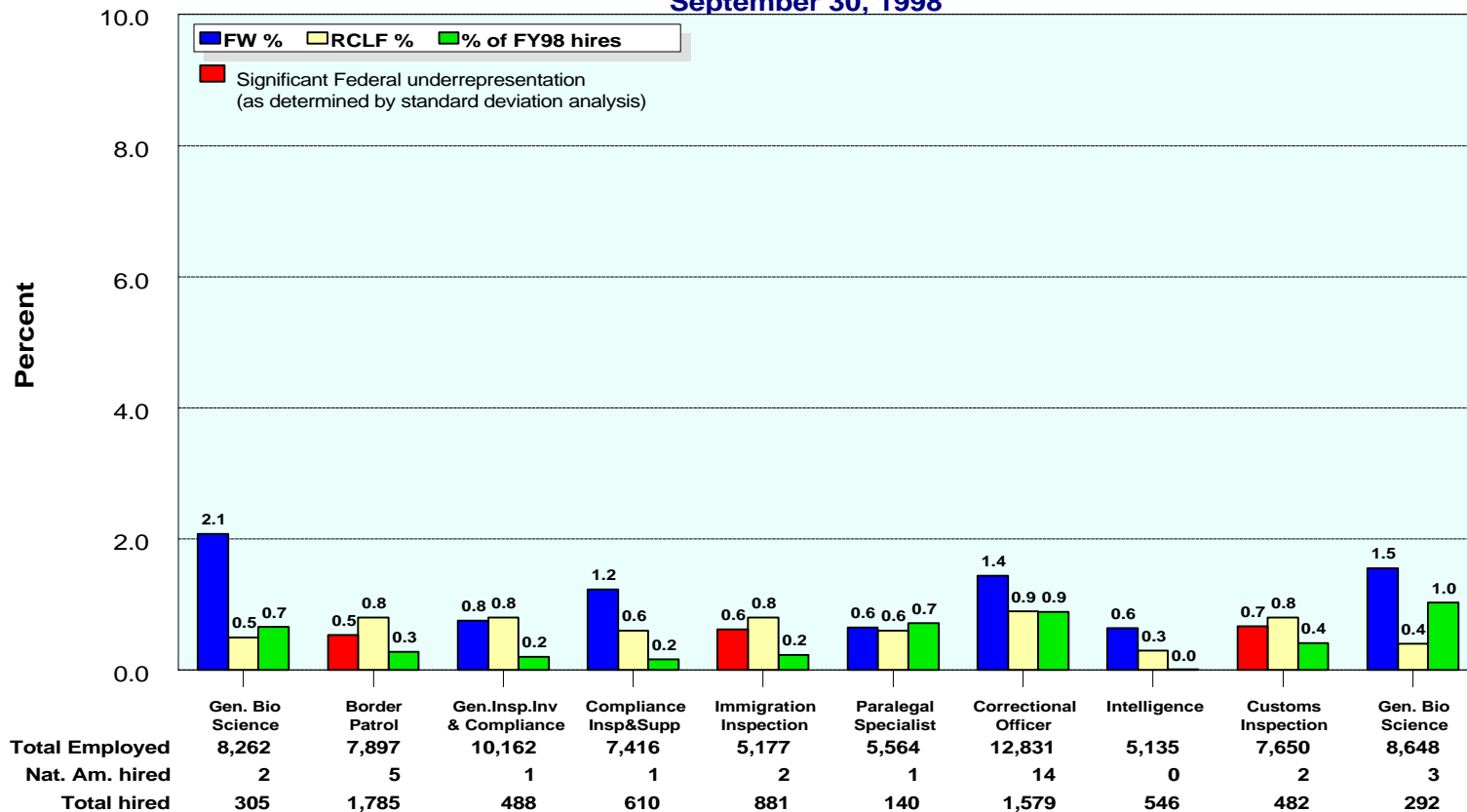
Native American representation was below the Relevant Civilian Labor Force (RCLF) in three of the top 10 fastest growing occupations (those with 5,000 or more employees, having the largest net increase in employment from 1994 to 1998): Border Patrol; Immigration Inspection; and Customs Inspection.

Native Americans are best represented in the Transportation Specialist; Correctional Officer; and General Biological Science occupations.

Native Americans as a percentage of new hires did not exceed the percentage of Native Americans in the RCLF in any of the three top growing occupations where they are underrepresented.

Native American Representation and FY98 Hiring, Governmentwide, In the Top Ten Growing Occupations

September 30, 1998



Source: U.S. OPM's Central Personnel Data File

NATIVE AMERICANS - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

Native Americans represented 3.9 percent (2,709) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 514 Native American men and 2,195 Native American women at these grades in 1998. Native Americans in this grade group declined by 164 since 1997.

Native Americans represented 2.5 percent (9,705) of all employees in GSR grades 5 through 8. There were 2,745 Native American men and 6,960 Native American women at these grades in 1998. Native Americans in this grade group increased by 16 since 1997.

Native Americans represented 1.6 percent (9,008) of all employees in GSR grades 9 through 12. There were 4,460 Native American men and 4,548 Native American women at these grades in 1998. Native Americans in this grade group increased by 113 since 1997.

Native Americans represented 0.9 percent (3,001) of all employees in GSR grades 13 through 15. There were 2,125 Native American men and 876 Native American women at these grades in 1998. Native Americans in this grade group increased by 82 since 1997.

Native Americans represented 0.7 percent (102) of all employees at the Senior Pay levels. There were 73 Native American men and 29 Native American women at these pay levels in 1998. Native Americans at Senior Pay levels increased by 11 since 1997.

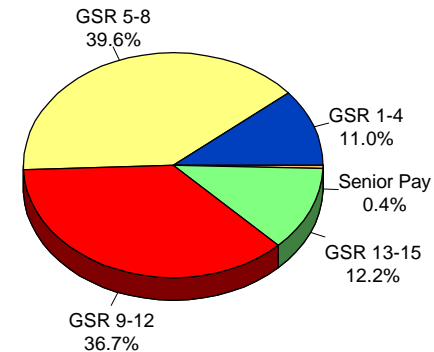
Over half (50.6 percent) of all Native Americans in white-collar occupations are employed in GSR grades 1 through 8.

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

(September 1998)

	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,709	3.9
GSR 5-8	9,705	2.5
GSR 9-12	9,008	1.6
GSR 13-15	3,001	0.9
Senior Pay	102	0.7

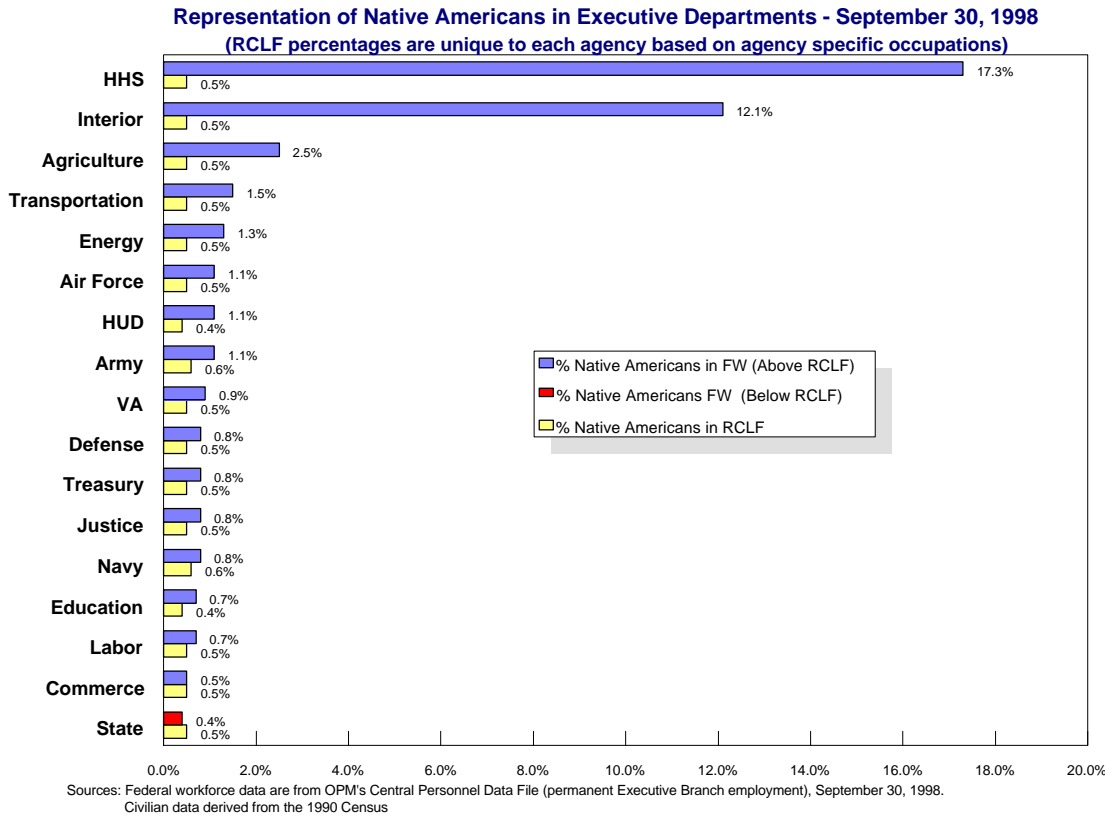
Distribution of Native Americans
in General Schedule and Related Grade Groups and Senior Pay



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.

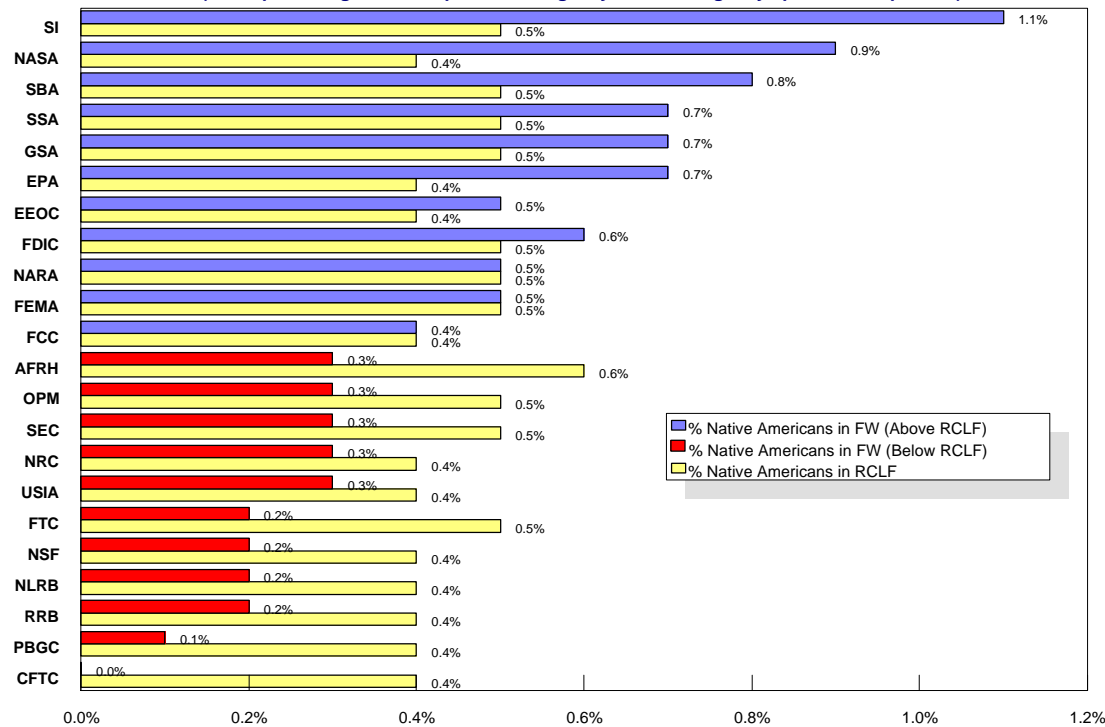


NATIVE AMERICANS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 11 OF 22 INDEPENDENT AGENCIES

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), National Aeronautics and Space Administration (NASA), Small Business Administration (SBA), Social Security Administration (SSA), General Services Administration (GSA), Environmental Protection Agency (EPA), Equal Employment Opportunity Commission (EEOC), Federal Deposit Insurance Corporation (FDIC), Federal Archives and Records Administration (NARA), Federal Emergency Management Agency (FEMA), 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: Armed Forces Retirement Home (AFRH), Office of Personnel Management (OPM), Securities and Exchange Commission (SEC), Nuclear Regulatory Commission (NRC), United States Information Agency (USIA), Federal Trade Commission (FTC), National Science Foundation (NSF), National Labor Relations Board (NLRB), Railroad Retirement Board (RRB), Pension Benefit Guaranty Corporation (PBGC), and the Commodity Futures Trading Commission (CFTC).

Representation of Native Americans in Independent Agencies (500+ Employees) - September 30, 1998
(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, 1998.
Civilian data derived from the 1990 Census

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WOMEN IN THE FEDERAL WORKFORCE

WOMEN - EMPLOYMENT

Women represented 42.9 percent (672,343) of the Federal workforce (FW) as of September 30, 1998. Women constituted 46.3 percent of the Civilian Labor Force (CLF) in 1998. Relative to the CLF, Hispanic and non-minority women remain the most underrepresented of all women.

The percentage of Black women in the FW increased from 10.4 percent in 1997 to 10.5 in 1998. Black women make up 5.8 percent of the CLF. The gap between FW and CLF is greater this year (+4.7) than it was in 1997 (+4.5).

The percentage of Hispanic women in the FW increased from 2.5 percent in 1997 to 2.6 percent in 1998. Although the gap between FW and CLF was smaller this year (-1.7) than it was in 1997 (-1.9), the representation of Hispanic women in the FW continues to lag behind the CLF (4.3 percent).

The percentage of Asian/Pacific Islander women in the FW was 1.6 percent in 1998, the same as in 1997. Asian/Pacific Islander women constitute 1.8 percent of the CLF. This year the percentage of Asian/Pacific Islander women in the CLF was above their representation in the FW.

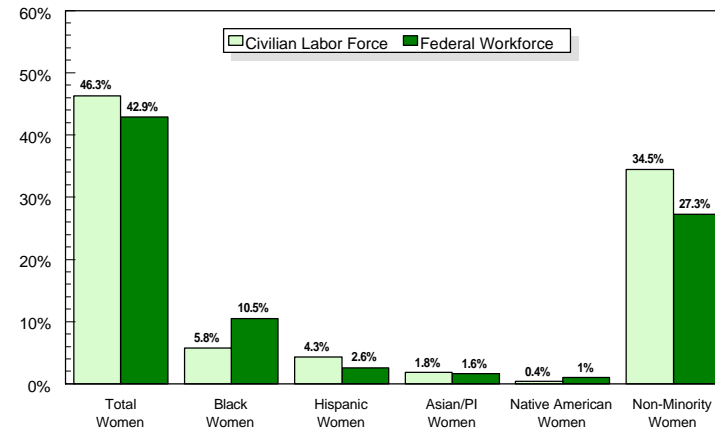
The percentage of Native American women in the FW was 1.0 percent in 1998, the same as in 1997. Native American women make up 0.4 percent of the CLF. The gap between FW and CLF this year (+0.6) was the same as in 1997.

The percentage of non-minority women declined from 27.4 percent in 1997 to 27.3 percent in 1998. Representation of non-minority women continues to lag behind the CLF (34.5 percent).

Representation of Women in the Federal workforce continue to lag behind their representation in the civilian labor force.

September 1998

	Federal (FW)	Civilian (CLF)
Total Women	42.9	46.3
Black Women	10.5	5.8
Hispanic Women	2.6	4.3
Asian/Pac Isdr Women	1.6	1.8
Native Amer. Women	1.0	0.4
Non-Minority Women	27.3	34.5

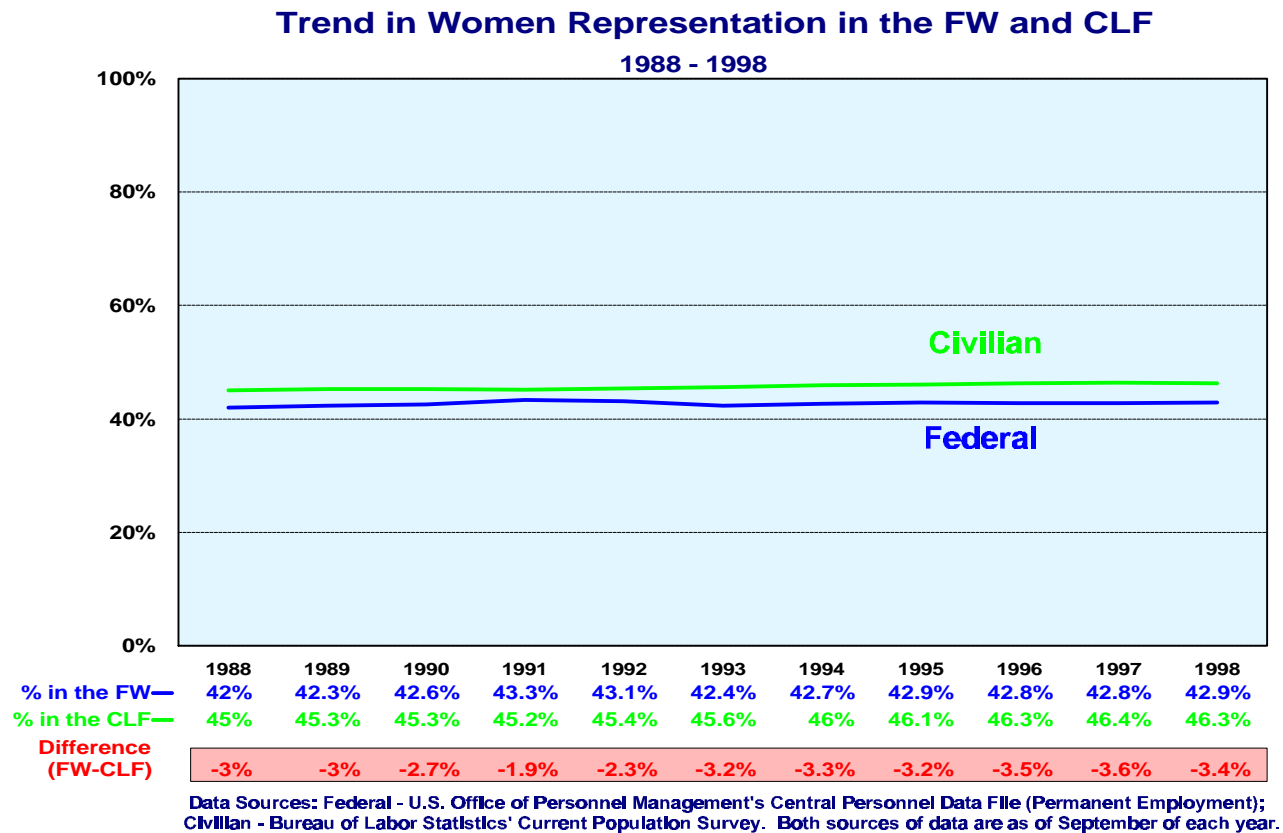


WOMEN IN THE FEDERAL WORKFORCE AND CIVILIAN LABOR FORCE

Although the percentage of women in the Federal workforce (FW) increased from 42.0 percent in 1988 to 42.9 percent in 1998, representation of women still lags behind the Civilian Labor Force (CLF).

Representation of women in the CLF increased from 45.0 percent in 1988 to 46.3 percent in 1998.

The gap between FW and CLF percentages is greater this year (-3.4) than it was in 1988 (-3.0).



WOMEN - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Women as a Percent of All Employees
in each Occupational Category

(September 1998)

	Women Employment	Percent of FW
Professional	107,513	32.5
Administrative	214,468	42.8
Technical	189,494	61.3
Clerical	135,353	83.3
Other	4,847	11.2
White-Collar	651,675	48.4
Blue-Collar	20,667	9.4
Total	672,342	42.9

The number of women in professional occupations declined by 131 from 107,644 in 1997 to 107,513 in 1998. Women represented 32.5 percent of all Federal employees in this occupational category in 1998, compared with 32.0 percent in 1997.

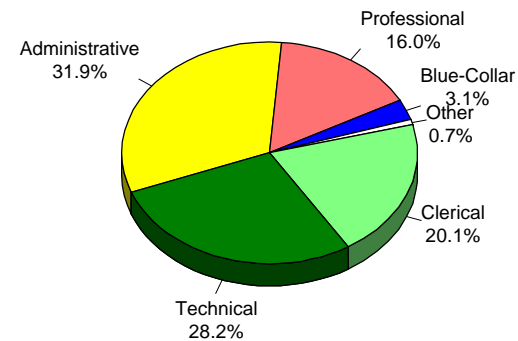
The number of women in administrative occupations increased by 4,869 from 209,599 in 1997 to 214,468 in 1998. Women made up 42.8 percent of all Federal employees in this occupational category in 1998, compared with 42.3 percent in 1997.

The number of women in technical occupations declined by 3,533 from 193,027 in 1997 to 189,494 in 1998. Women represented 61.3 percent of all Federal employees in this occupational category in 1998, compared with 60.9 percent in 1997.

The number of women in clerical occupations declined by 11,637 from 146,990 in 1997 to 135,353 in 1998. Women made up 83.3 percent of all Federal employees in this occupational category in 1998, compared with 83.8 percent in 1997.

Three-quarters (76.1 percent) of all women work in professional, administrative, and technical occupations.

Distribution of Women
in each Occupational Category



WOMEN - EMPLOYMENT IN THE 10 MOST POPULOUS OCCUPATIONS

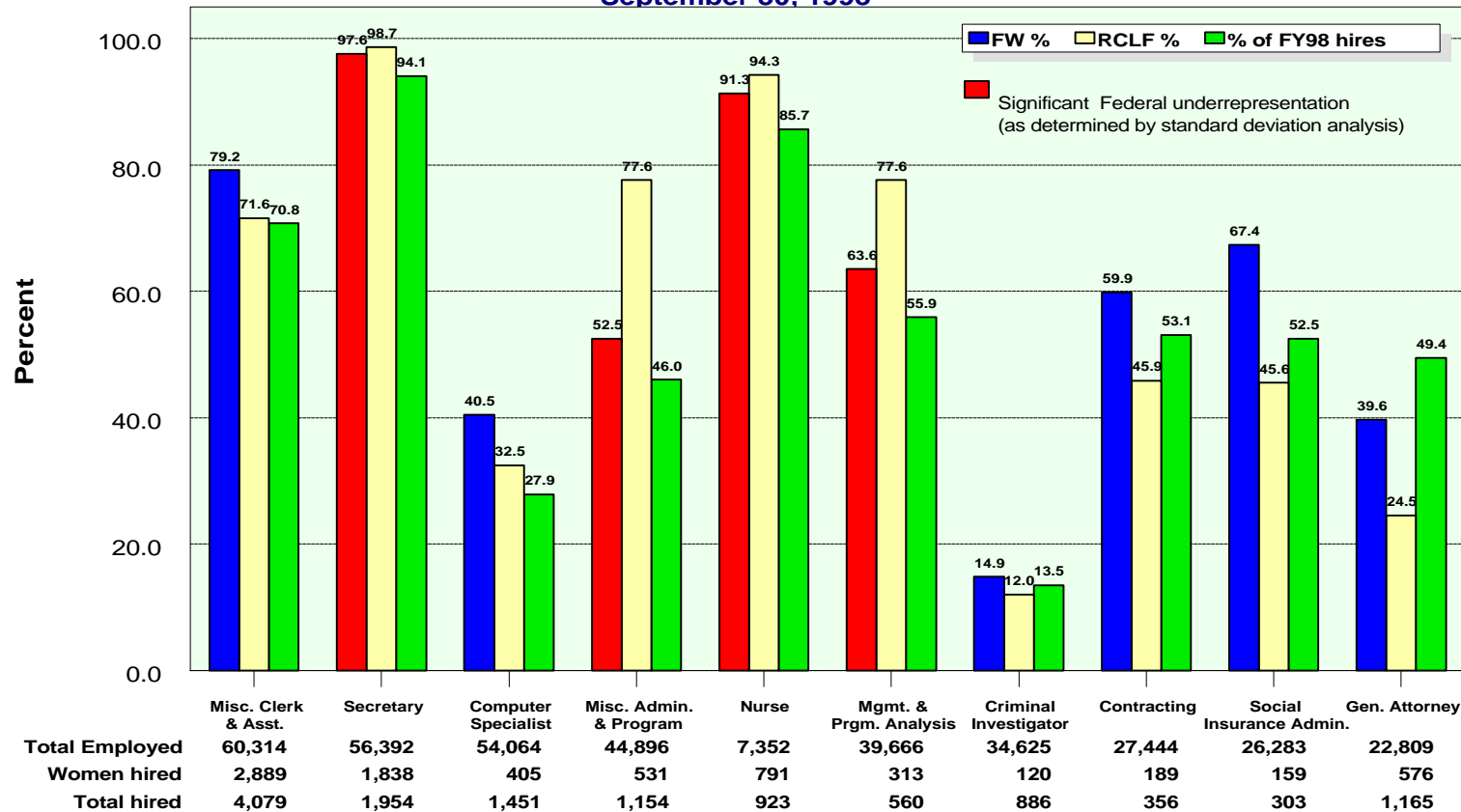
The representation of women was below the Relevant Civilian Labor Force (RCLF) in four of the 10 most populous Federal occupations: Secretary; Miscellaneous Administration and Program; Nurse; and Management and Program Analysis.

Women are best represented in the Miscellaneous Clerk and Assistant; Contracting; Social Insurance Administration; and General Attorney occupations.

Women as a percentage of new hires was below the percentage of women in the RCLF in all four populous occupations (Secretary; Miscellaneous Administration and Program; Nurse; and Management and Program Analysis) where they are underrepresented.

Women Representation and FY98 Hiring, Governmentwide, In the Ten Most Populous Occupations

September 30, 1998



Source: U.S. OPM's Central Personnel Data File

WOMEN - EMPLOYMENT IN THE TOP 10 GROWING OCCUPATIONS

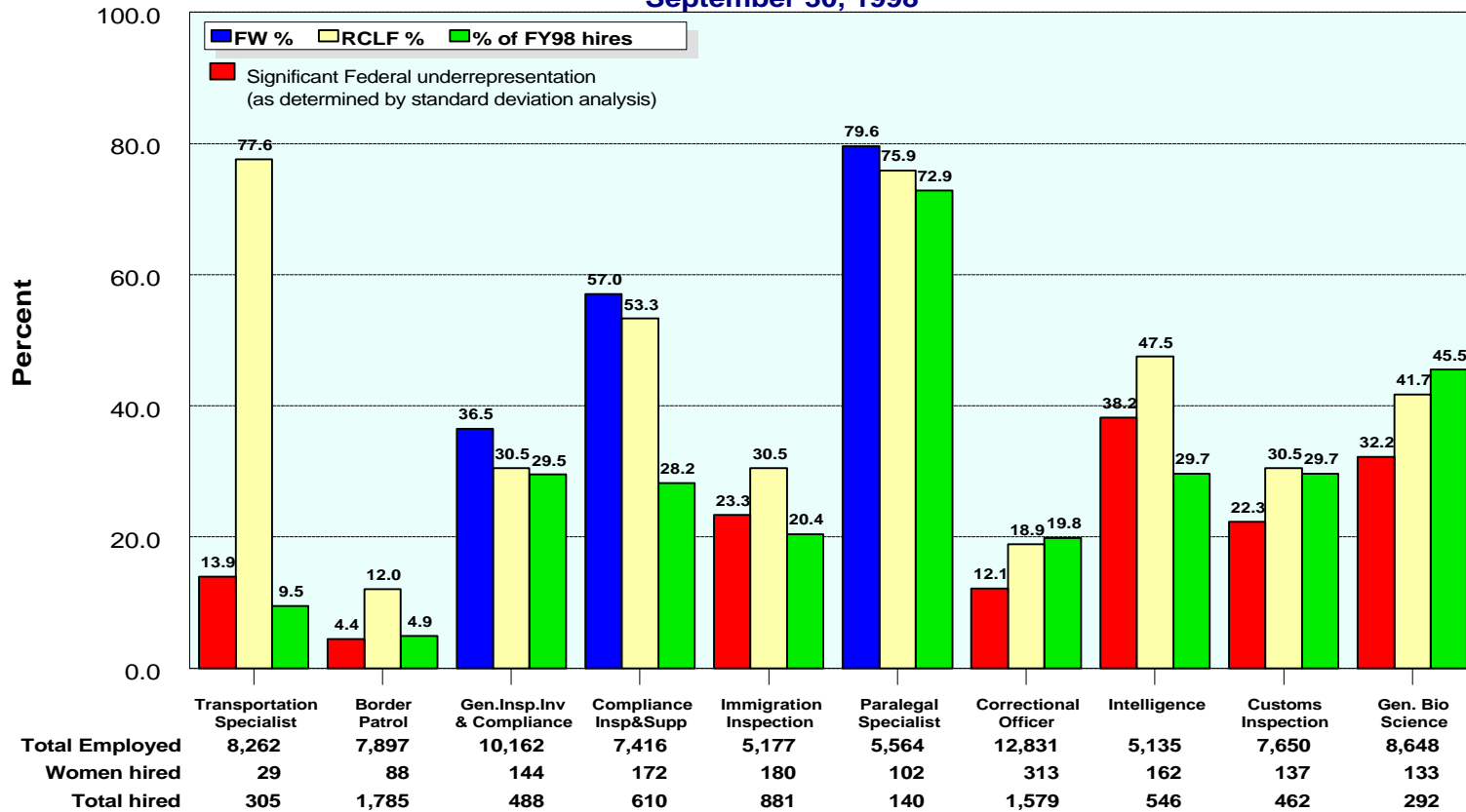
The representation of women was below the Relevant Civilian Labor Force (RCLF) in seven of the 10 ten fastest growing occupations (those with 5,000 or more employees, having the largest net increase in employment from 1994 to 1998): Transportation Specialist; Border Patrol; Immigration Inspection; Correctional Officer; Intelligence; Customs Inspection; and General Biological Science.

Women are best represented in the General Inspection, Investigation, and Compliance; Compliance, Inspection and Support; and Paralegal Specialist occupations.

Women as a percentage of new hires exceeded the percentage of women in the RCLF in two (Correctional Officer and General Biological Science) of the seven top growing occupations where they are underrepresented.

Representation and FY98 Hiring of Women, Governmentwide, In the Top Ten Growing Occupations

September 30, 1998



Source: U.S. OPM's Central Personnel Data File

WOMEN BY GENERAL SCHEDULE AND RELATED GRADE GROUPS AND SENIOR PAY

Women represented 71.8 percent (49,324) of all employees in General Schedule and Related (GSR) grades 1 through 4. Women in this grade group declined by 5,039 since 1997.

Women represented 69.7 percent (268,703) of all employees in GSR grades 5 through 8. Women in this grade group declined by 9,879 since 1997.

Women represented 43.4 percent (242,724) of all employees in GSR grades 9 through 12. Women in this grade group declined by 264 since 1997.

Women represented 27.5 percent (87,852) of all employees in GSR grades 13 through 15. Women in this grade group increased by 4,906 since 1997. This increase was distributed as follows:

- Non-minorities - 3,056
- Blacks - 1,204
- Asian/Pacific Islanders - 322
- Hispanics - 260
- Native Americans - 64

Women represented 21.8 percent (3,072) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 158 since 1997. This increase was distributed as follows:

- Non-minorities - 128
- Hispanics - 12
- Native Americans - 8
- Blacks - 7
- Asian/Pacific Islanders - 3

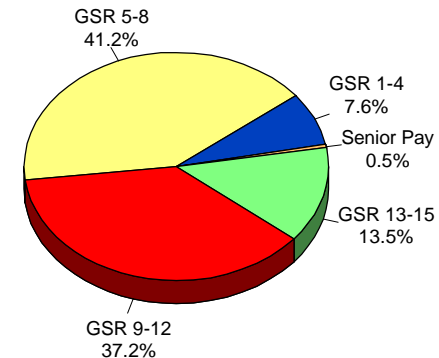
Almost half (48.8 percent) of all Women in white-collar occupations were employed in GSR grades 1 through 8.

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

(September 1998)

	Women Employment	Percent of FW
GSR 1-4	49,324	71.8
GSR 5-8	268,703	69.7
GSR 9-12	242,724	43.4
GSR 13-15	87,852	27.5
Senior Pay	3,072	21.8

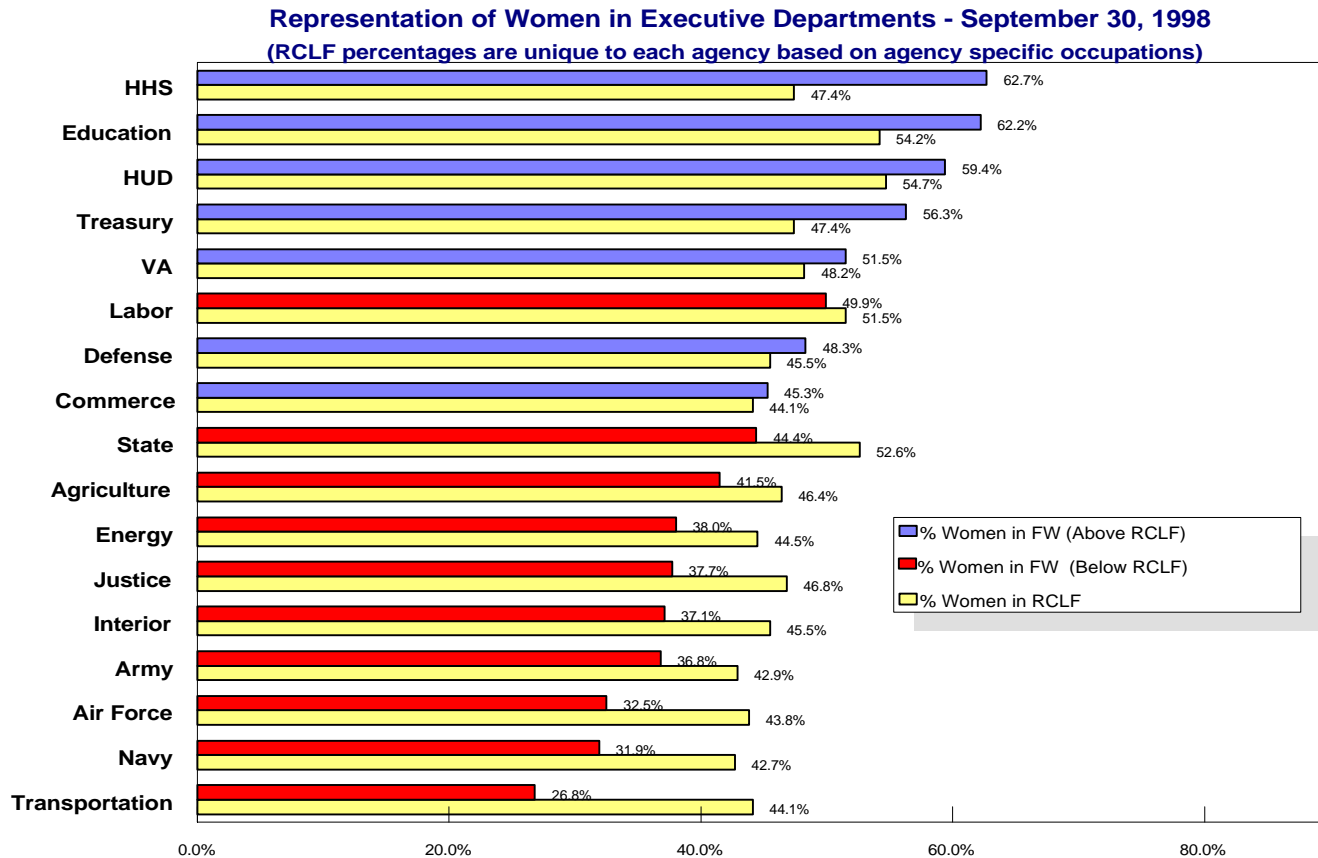
Distribution of Women
in General Schedule and Related Grade Groups and Senior Pay



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

Representation of women in the FW met or exceeded representation of women 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.

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



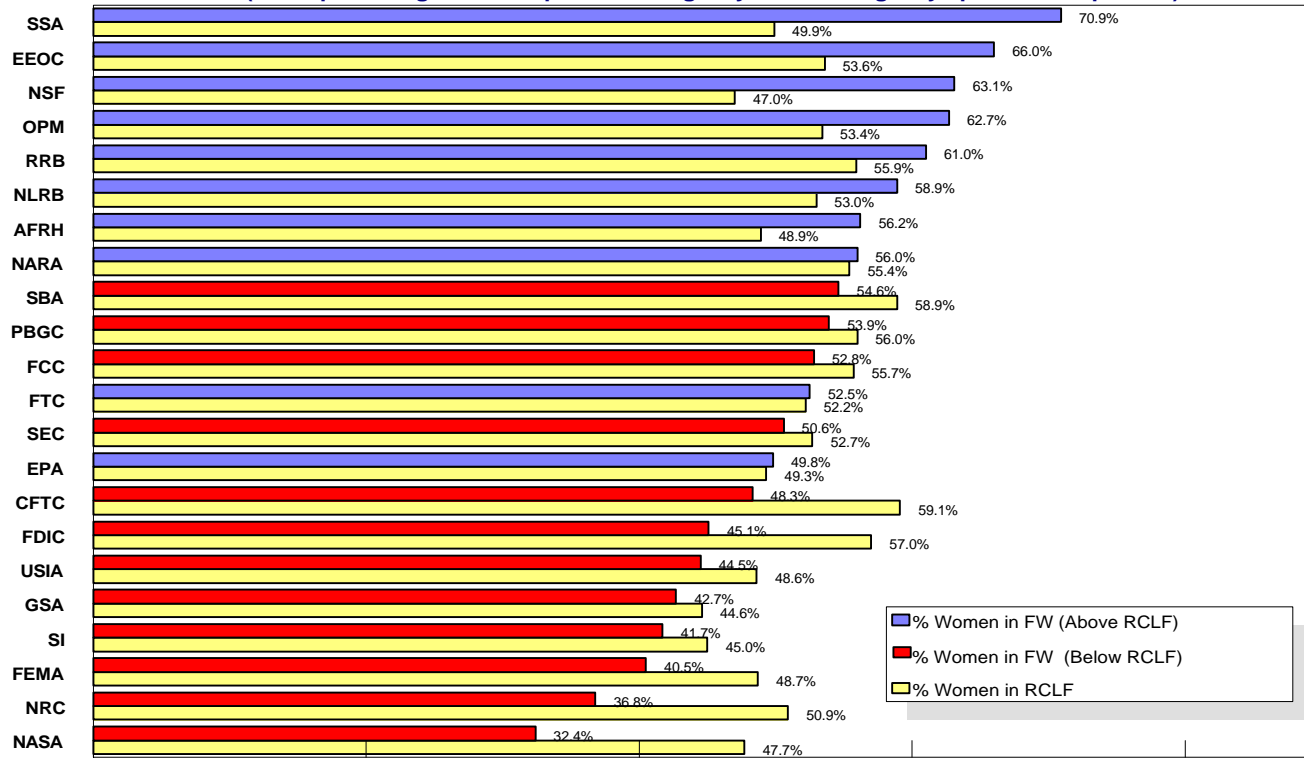
Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
Civilian data derived from the 1990 Census

WOMEN MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 10 OF 22 INDEPENDENT AGENCIES

Representation of women in the FW met or exceeded representation of women in the Relevant Civilian Labor Force (RCLF) in the following 10 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), National Archives and Records Administration (NARA), Federal Trade Commission (FTC), and the Environmental Protection Agency (EPA).

Representation of women in the FW was below representation of women in the RCLF in the following 12 independent agencies: Small Business Administration (SBA), Pension Benefit Guaranty Corporation (PBGC), Federal Communications Commission (FCC), Securities and Exchange Commission (SEC), Commodity Futures Trading Commission (CFTC), Federal Deposit Insurance Corporation (FDIC), United States Information Agency (USIA), General Services Administration (GSA), Smithsonian Institution (SI), Federal Emergency Management Agency (FEMA), Nuclear Regulatory Commission (NRC), and the National Aeronautics and Space Administration (NASA).

Representation of Women in Independent Agencies (500+ Employees) - September 30, 1998
 (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, 1998. Civilian data derived from the 1990 Census

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AGENCIES' EFFORTS TO IMPROVE DIVERSITY

RECRUITING ACTIVITIES

EXTERNAL RECRUITING

Federal agencies enhanced their external recruitment policies, procedures, and practices in FY 1998 by utilizing the following broad strategies:

- Training newly appointed supervisors and managers about the availability of special hiring authorities;
- Assigning staff to work on improving outreach to minority groups and women;
- Analyzing their workforce diversity to determine the need for targeted recruitment;
- Advertising in publications having wide distribution among institutions with high minority enrollment;
- Expanding the geographical area of consideration for position vacancy announcements to ensure the broadest possible exposure to underrepresented groups;
- Using the Internet to advertise the availability of opportunities;
- Sponsoring Federal Employment Information (Touch Screen) Computer Kiosks at universities with high enrollment of minorities;
- Identifying positions where the special bilingual/bicultural hiring authority can be used;
- Using flexibilities of the Student Educational Employment Program to attract talented undergraduate students from diverse social and cultural backgrounds; and
- Using the Presidential Management Intern (PMI) Program to attract graduate students from a wide variety of academic disciplines and diverse social and cultural backgrounds.

INTERNAL RECRUITING

Internal recruitment provides opportunities for movement within and between agencies so that the Federal Government can retain and provide career enhancement opportunities for employees. The ultimate effectiveness of the Federal Government is dependent upon the skills of its employees. Internal recruitment offers managers the opportunity to address many of their human resources needs through the development, advancement, and retention of their employees in the existing workforce. FY 1998 promising practices include:

- Instituting workforce plans which ensure that management officials at all levels are responsible for the effective use of human resources;
- Reviewing vacant positions for the potential of establishing bridge positions to remedy skill imbalances caused by downsizing and restructuring; and
- Retraining the present workforce to ensure that human resources and skills are aligned with future work requirements.

USE OF SPECIAL HIRING AUTHORITIES

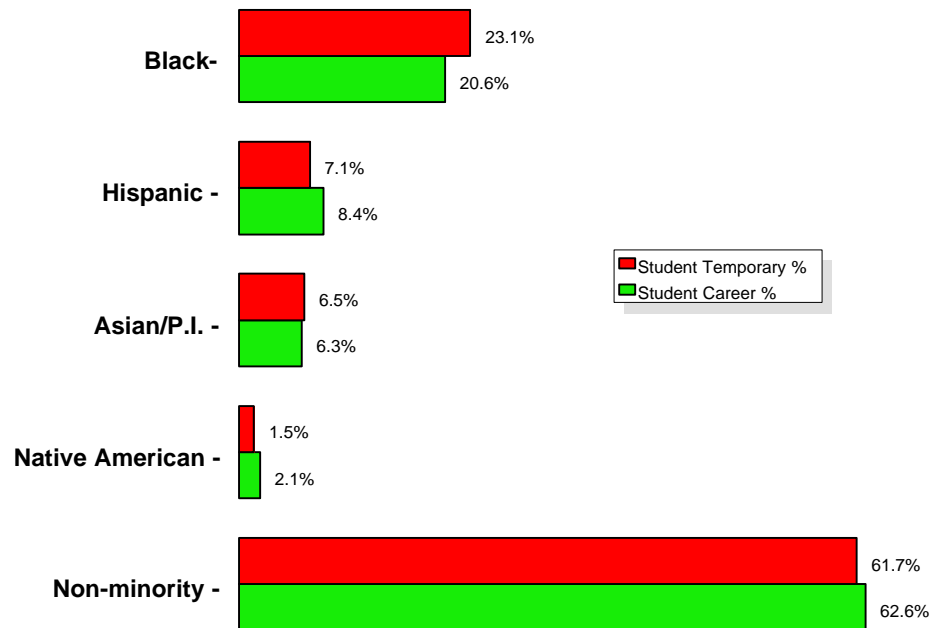
Student Educational Employment Program (SEEP). The SEEP is available to all levels of students: high school, vocational and technical, associate degree, baccalaureate degree, graduate degree, and professional degree students. This program has two components: the Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP).

During FY 1998:

- There were a total of 23,896 STEP new hires of which 13,293 (55.6 percent) were women. STEP hiring was used most often by: Agriculture (4,163); Air Force (3,094); Army (2,674); Interior (2,093); HHS (1,641); and Justice (1,566).
- There were a total of 2,668 SCEP new hires of which 1,229 (46.1 percent) were women. SCEP hiring was used most often by: Navy (433); Army (338) VA (183); Agriculture (318); and Interior (307).

The distribution of hires under the SEEP is as follows:

FY 1998 Student Temporary Employment and Student Career Experience Hires



Outstanding Scholar Hiring Authority. This special hiring authority allows direct hiring into administrative positions at General Schedule and Related (GSR) grades 5 and 7 as a supplement to competitive examining. During FY 1998:

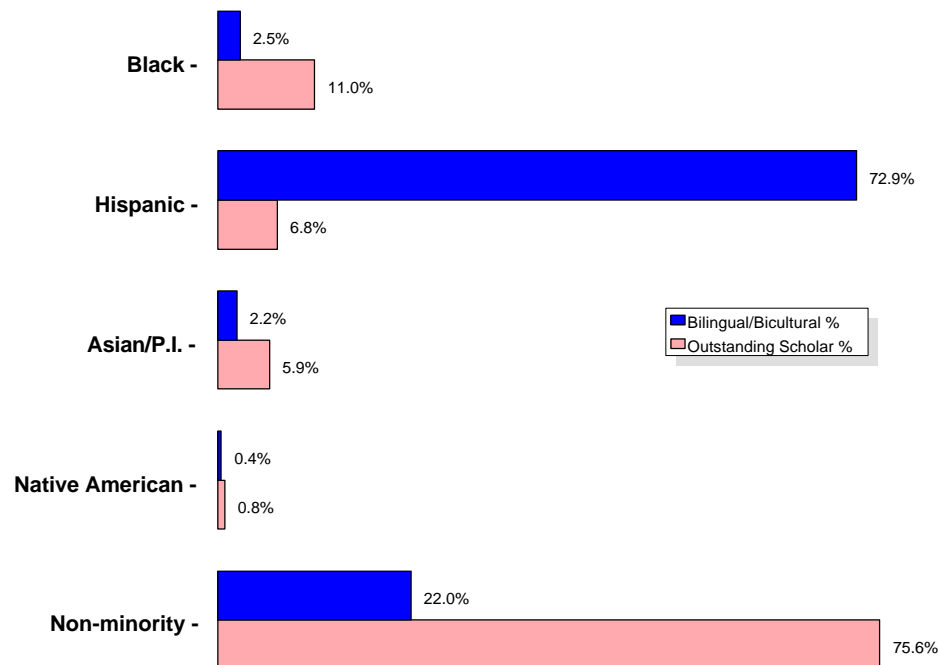
- There were a total of 1,978 new hires at GSR 5 and 7 under the Outstanding Scholar appointing authority of which 1,155 (58.4 percent) were women. This hiring authority was used most often by: Justice (397); Social Security Administration (202); Air Force (191); and Treasury (148).

Bilingual/Bicultural Hiring Authority. This special hiring authority also allows direct hiring into administrative positions at GSR grades 5 and 7 as a supplement to competitive examining. This special authority can be used when an agency determines that the Spanish language or knowledge of the Hispanic culture is a job requirement, will improve public interaction, or enhance job performance. During FY 1998:

- There were a total of 277 new hires at GSR grades 5 and 7 under the Bilingual/Bicultural appointing authority of which 108 (39.0 percent) were women. This hiring authority was used most often by: Treasury (142); Justice (66); and Social Security Administration (58).

The distribution of hires under the Outstanding and Bilingual/Bicultural special appointing authorities in FY 1998 is as follows:

FY1998 Bi-Lingual/Bi-Cultural and Outstanding Scholar Hires at GSR Grades 5 and 7

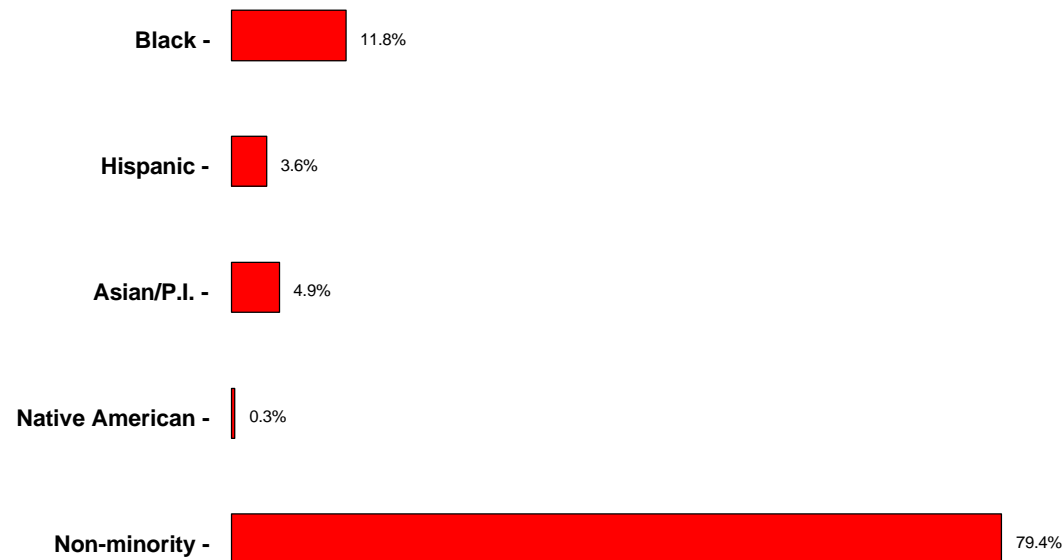


Presidential Management Intern (PMI) Program. The PMI program was established in 1977 by Executive Order 12008. It is a two-year career development and training program designed to attract talented men and women from a wide range of academic disciplines to a career with the Federal Government. PMIs receive an initial two-year appointment at the GS-9 level. After successfully completing the program, PMIs may be eligible for conversion to a permanent Government position and further promotional opportunities. By September 30, 1998, prior to the end of the 1998 PMI hiring cycle:

- There were a total of 306 new hires under the Presidential Management Intern (PMI) Program. Women represented 60.8 percent (186) of these hires.
- Major users included: HHS (55), State (42), Justice (29), Social Security Administration (26), and Commerce (26).

The race/national origin distribution of minorities hired under the PMI Program is as follows:

FY 1998 Hires Under the Presidential Management Intern Authority



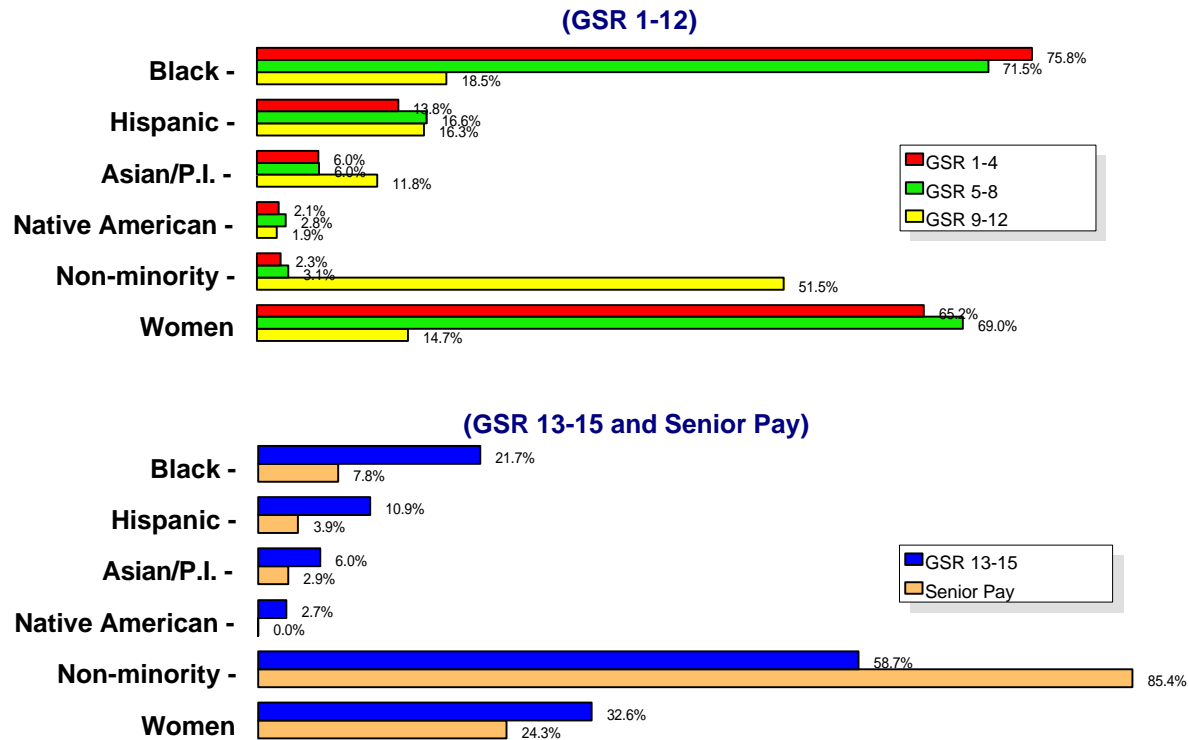
CAREER DEVELOPMENT PROGRAMS

A. Formal Agency Career Development Programs. Formal agency career development programs have many titles, such as: long-term training, career enhancement, career development, leadership development, supervisory development, management development, Senior Executive Service candidate development, and academic degree program for shortage occupations. However, a formal development program will normally have the following characteristics: announcement, recruitment, competitive selection, training, monitoring, and evaluation. For FY 1998:

- 10 agencies reported a total of 5,577 participants at General Schedule and Related (GSR) grades 1-4 in formal agency career development programs. Women made up 65.2 percent of these participants.
- 17 agencies reported a total of 19,630 participants at GSR grades 5-8 in formal agency career development programs.
- 15 agencies reported a total of 13,764 participants at GSR grades 9-12 in formal agency career development programs.
- 13 agencies reported a total of 3,437 participants at GSR grades 13-15 in formal agency career development programs
- Six agencies reported a total of 103 participants at Senior Pay levels in formal agency career development programs.

The participation of minorities in the reporting agencies is as follows:

Participants in Agency Career Development Programs



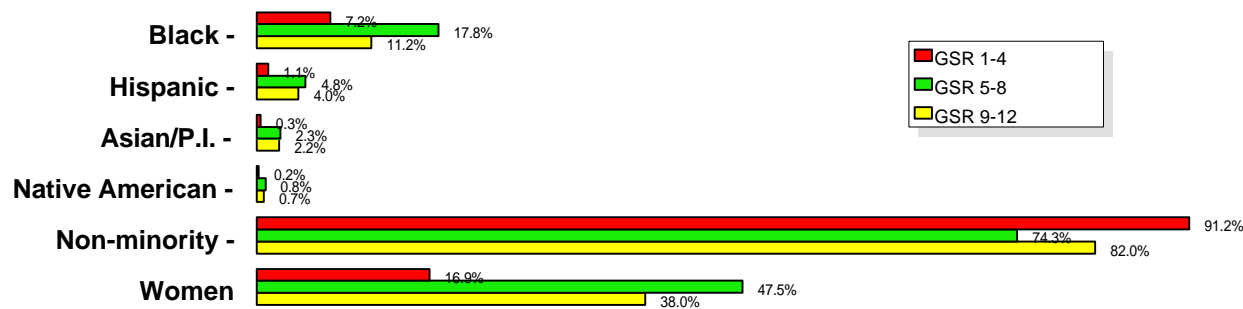
B. Formal Governmentwide Career Development Programs. Governmentwide formal training includes academic programs (accredited schools, colleges, universities) used in conjunction with formal development programs and other formal training programs such as OPM Management Development Centers; OPM Federal Executive Institute; USDA's Aspiring Leader, New Leader, Women's Executive Leadership or Executive Potential programs; and the Legislative Fellows programs. For FY 1998:

- Six agencies reported a total of 7,148 participants at General Schedule and Related (GSR) grades 1-4 in formal governmentwide career development programs. Women made up 16.9 percent of these participants.
- 13 agencies reported a total of 16,848 participants at GSR grades 5-8 in formal governmentwide career development programs.
- 18 agencies reported a total of 22,556 participants at GSR grades 9-12 in formal governmentwide career development programs.
- 22 agencies reported a total of 5,713 participants at GSR grades 13-15 in formal governmentwide career development programs.
- 13 agencies reported a total of 38 participants at Senior Pay levels in formal governmentwide career development programs.

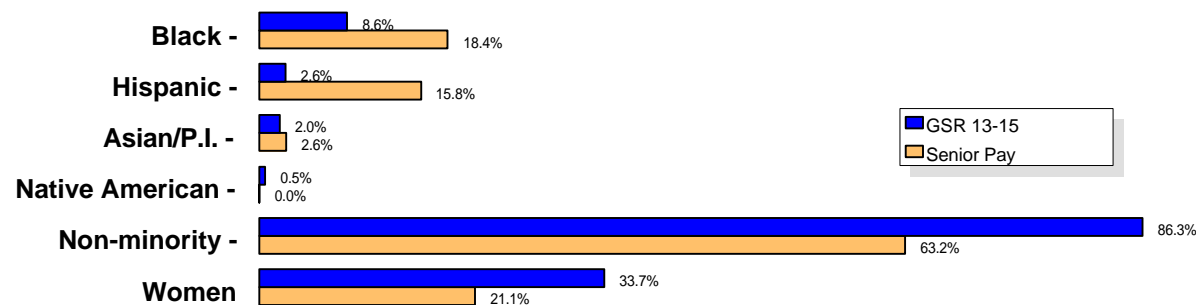
The participation of minorities in the reporting agencies is as follows:

Participants in Governmentwide Career Development Programs

(GSR 1-12)



(GSR 13-15 and Senior Pay)



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A REPORT ON THE NINE-POINT PLAN

HISPANIC EMPLOYMENT INITIATIVE: NINE-POINT PLAN

On September 18, 1997, U.S. Office of Personnel Management (OPM) Director Janice R. Lachance 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:

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

Last year, OPM requested that departments and agencies report specific employment accomplishments resulting from their implementation of the Nine-Point Plan.

AGENCY HIGHLIGHTS

The following are examples of agency accomplishments in support of the Nine-Point Plan during FY 1998:

The **Department of Agriculture (USDA)** developed a Nine-Point Program to Reverse Underrepresentation of Hispanic Americans. They hired 99 Hispanic students from HACU institutions as part of the HACU National Intern Program. At USDA, all managers have collateral responsibilities as HEP Managers, in addition to a central HEP Manager for the entire agency.

The **Department of the Air Force (AF)** had success in increasing Hispanic employment, but recognizes there is still work to be done, specifically in addressing the underrepresentation of Hispanics, other minorities and women in the higher grades. The AF hired seven Hispanic students under the HACU National Intern Program. Hispanics received 18 percent of the training under the formal agency career development programs and 15 percent of the training under the governmentwide career programs. The majority of the AF HEP Managers are appointed on a collateral duty basis and are allowed to devote 20 percent of their time to their HEP responsibilities.

The **Department of Commerce (DOC)** established a Post-Secondary Internship Program. Under this program, 34 percent of all students hired during the summer session were from HACU institutions. The Patent and Trademark Office targeted special recruitment efforts toward Hispanic students majoring in science and engineering, with particular attention to the University of Puerto Rico, Mayaguez Campus. DOC reported that Hispanics received 2.0 percent of the training under the formal agency career development programs and 2.1 percent of the training under formal governmentwide career programs. DOC appointed a full-time agency HEP Manager.

The **Department of Education (DOED)** reported that the Presidential Management Intern (PMI) Program and the Student Educational Employment Program were used to hire Hispanic students. Hispanics received 4.7 percent of the training under formal governmentwide career programs.

The **Department of Energy (DOE)** created a work group to address the issue of Hispanic underrepresentation. The focus of the work group was to make recommendations to the Secretary on how to improve the representation of Hispanics. In partnership with the White House Initiative on Educational Excellence for Hispanic Americans, DOE designed and coordinated a Capability Building Conference for Hispanic-serving institutions (HSI), faculty members, and administrators. DOE reported that Hispanics received 12.9 percent of the training under formal agency career development programs and 4.9 percent of the training under formal governmentwide career programs. One Hispanic attended the Federal Executive Institute and three Hispanics participated in the Aspiring Leader Program.

The **Environmental Protection Agency (EPA)** recruited 19 Hispanics for the EPA Intern Program and other entry-level opportunities. Seven of them became permanent employees. EPA hired 14 Hispanics under the Bilingual/Bicultural appointing authority and 11 Hispanics under the Outstanding Scholar hiring authority. EPA hired 11 interns from HACU institutions. Hispanics received 5.0 percent of the training under the formal agency career development programs and 3.2 percent of the training under formal governmentwide career programs. Each one of EPA's 22 program and regional offices, as well as each of its laboratory facilities, has appointed at least one collateral-duty HEP Manager.

The **Department of Health and Human Services (HHS)** brought in 37 students for summer internships and 11 students for semester internships through the HACU National Internship Program. Two Hispanics were hired through the PMI Program. HHS also reported that two Hispanics were hired at the Senior Executive Service (SES) level. The agency has one full-time HEP Manager.

The **Department of the Interior (DOI)** established the Strategic Plan for Improving Diversity. Bureaus are held accountable for the accomplishment of their plan and report on their progress in quarterly diversity reviews, as well as in monthly Interior Management Committee reviews. DOI sponsored four Federal Employment Information (Touch Screen) Computer kiosks at HACU institutions.

The **Department of Justice (DOJ)** disseminated information on employment and career opportunities and on increasing awareness to Hispanic students and graduates, primarily through community outreach and advertising. DOJ is trying to fully integrate Hispanics into middle and upper level management positions, especially in the SES. Hispanics are primarily concentrated in the Immigration and Naturalization Service. DOJ reported that Hispanics received 8.6 percent of the training under formal agency career development programs and 8.6 percent of the training in formal governmentwide career programs. DOJ employs a full-time agency HEP Manager to work at both local and national levels. Bureaus and offices under the Departmental umbrella employ either full-time or part-time HEP Managers.

The **Department of Labor (DOL)** established a Diversity Task Force, comprised of senior level officials, to assess the status of DOL diversity and present recommendations on how to enhance it. DOL hired seven HACU interns in the spring and 19 in the summer. Under the Student Educational Employment Program, DOL hired 31 Hispanic students. DOL sponsored one Federal Employment Information (Touch Screen) Computer kiosk at an educational institution with high minority enrollment. DOL reported that Hispanics received 4.2 percent of the training under the formal agency career development programs and 8.7 percent of the training under formal governmentwide career programs. The larger DOL bureaus have collateral duty HEP Managers in the National Office.

The **National Aeronautics and Space Administration (NASA)** has many employment education and outreach programs in place for students (K-12 and university level) and Hispanic employment candidates. These programs include a diverse array of educational programs, tours of NASA installations, pre-college career day programs, and participation in middle and high school career day programs at predominantly Hispanic populated schools. Hispanics received 6.3 percent of the training under formal agency career development programs and 6.3 percent of the training under formal governmentwide

career development programs. The Office of Equal Opportunity Programs retains responsibility for the Hispanic Employment Program (HEP).

The **National Science Foundation (NSF)** broadened the exposure of NSF recruitment by identifying and using opportunities for electronic posting of vacancies, advertisements and notices. NSF connected with bulletin boards on web sites such as the Society for the Advancement of Chicanos and Native Americans in Sciences and Hispanic Outlook in Higher Education. NSF appointed four Hispanics to positions above the GS-13. No Hispanics received training under formal agency career development programs and two received training under formal governmentwide career development programs. NSF is in the process of assessing the need for a full-time versus collateral duty HEP Manager.

The **U.S. Nuclear Regulatory Commission (NRC)** is making efforts to attract Hispanic college students in science and engineering. Advertisements have been placed in journals such as: Hispanic Engineer Journal and Mexican American Engineers and Scientists. One Hispanic participated in an OPM Management Development Program. The responsibilities of the HEP Manager are incorporated into the affirmative action plan.

The **U.S. Office of Personnel Management (OPM)** placed two additional Federal Employment Information (Touch Screen) Computer kiosks in HACU institutions. This brought to eight the total number of OPM sponsored kiosks placed at HACU institutions. These kiosks provide access to up-to-date information on employment opportunities throughout the Federal Government, student employment programs (including the Presidential Management Intern Program), and other related Federal career opportunities.

The **Small Business Administration (SBA)** extended existing services into three additional areas with high concentration of Hispanics. SBA established Business Information Centers in San Juan, Puerto Rico, and Albuquerque, New Mexico. SBA appointed 16 (19.5 percent of total) Hispanics under the Student Temporary Employment Program. Two Hispanics received training under governmentwide career programs.

The **Social Security Administration (SSA)** has a very active agencywide Hispanic advisory committee which has constructively and effectively raised awareness of the agency regarding Hispanic issues. Hispanics represented 29 percent of all SSA new hires. In SSA's Summer Aid and Stay-In-School Programs, 189 (14.2 percent) were Hispanic. SSA reported that 8.3 percent of selected employees for the SES Candidate Development Program were Hispanic and 8.6 percent of employees selected for the Advance Leadership Program were Hispanic. SSA has a full-time HEP Manager to oversee and coordinate the program. Each region and large installation has a part-time or collateral duty HEP Manager.

The **Department of State (State)** targeted its recruitment efforts at 15 HACU institutions. State placed four Diplomats in Residence at targeted HACU institutions. State reported that Hispanics received 3.6 percent of the training under formal agency career development programs and one Hispanic received training under formal governmentwide career programs.

The **U.S. Department of the Treasury (Treasury)** sponsored 15 Federal Employment Information (Touch Screen) Computer kiosks at various institutions with high enrollment of Hispanics. Treasury developed an information directory of governmentwide, paid internship programs for post-secondary students to help Federal agencies and Treasury bureaus increase their workforce diversity. OPM included this directory on USAJOBS, the Federal Government's Employment Information System.

The **Department of Veterans Affairs (VA)** reports that over 4,000 students from HACU institutions received part of their required clinical education in a VA facility. VA, in support of its Memorandum of Understanding (MOU) with HACU, hired 28 interns. VA assigned them to field facilities and headquarter organizations. Hispanics received 17.9 percent of the training under the formal agency career development programs and 22.9 percent of the training in the formal governmentwide career programs.

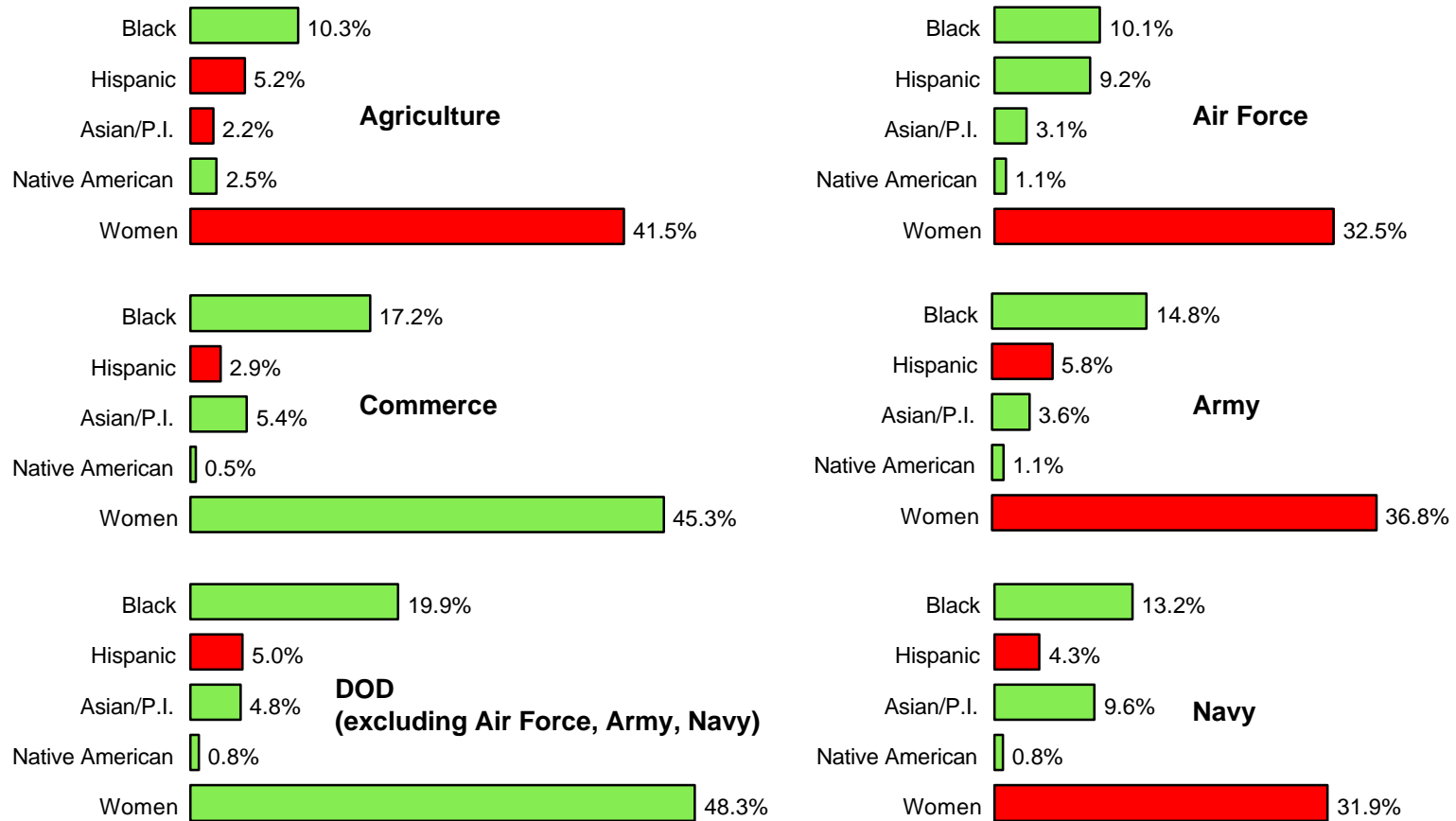
NINE-POINT PLAN JOINT EFFORTS

On June 24, 1998, an Hispanic Senior Executive Summit was held at the White House Conference Center. This historic meeting was proposed by the National Association of Hispanic Federal Executives (NAHFE) and co-sponsored by the U.S. Department of Energy, OPM and the White House Office of Presidential Personnel. The purpose of this Summit 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. Their proposals were incorporated into a conference report and presented to the members of the President's Management Council (PMC). The PMC established an Interagency Work Group, co-chaired by the OPM Director and Social Security Administration's Commissioner, to develop a report with recommendations on improving the hiring and retention of Hispanics in the Federal Government. Presentation of the final report was made in March 1999.

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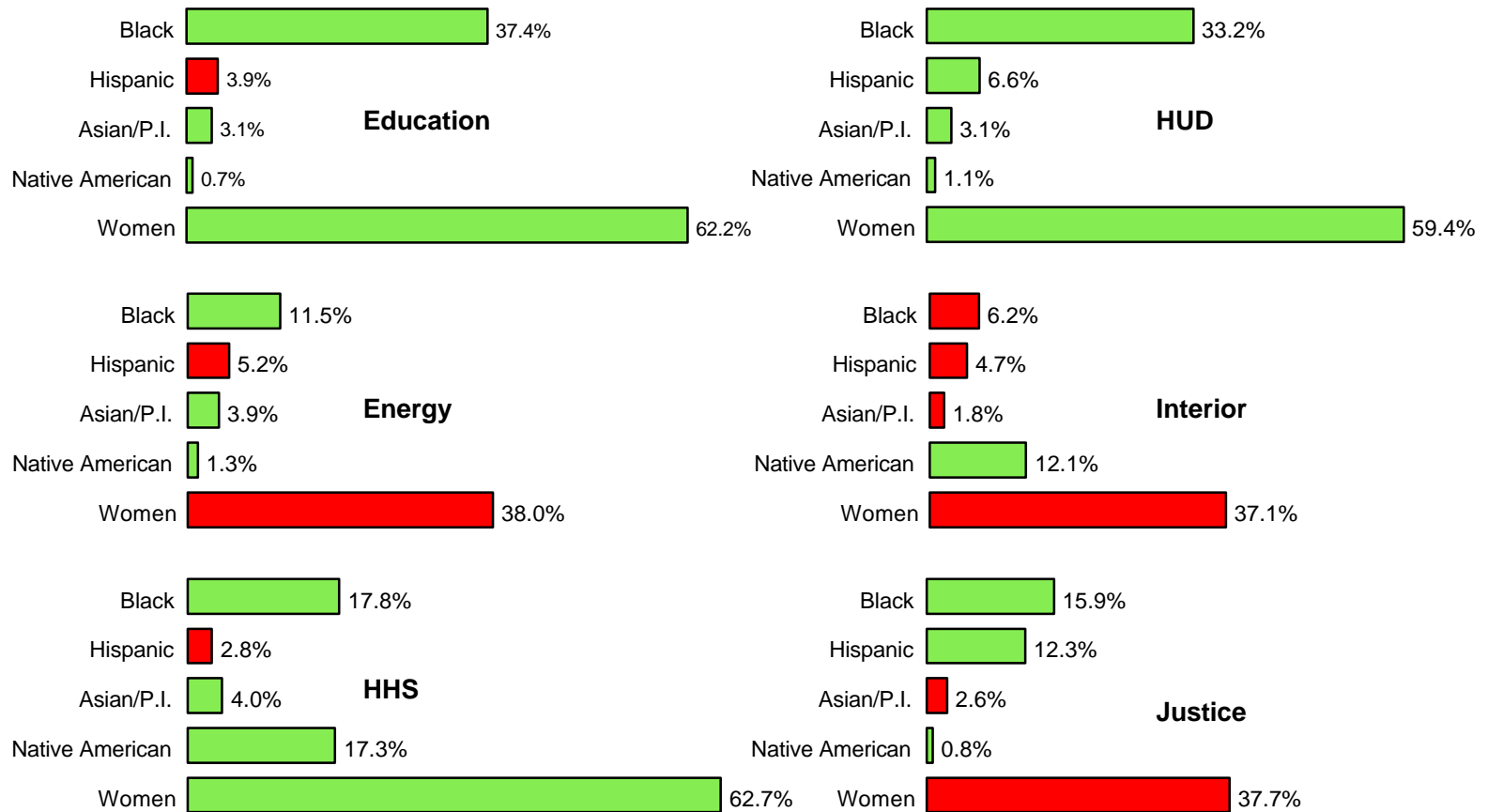
EXECUTIVE DEPARTMENT WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women Executive Departments (Percent of Workforce - September 30, 1998)



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

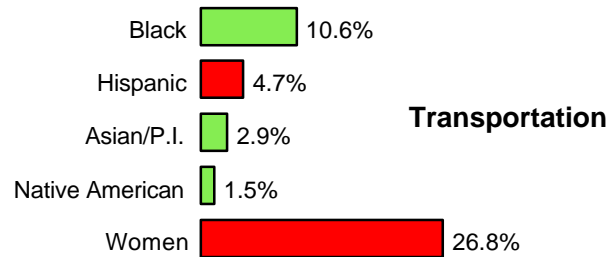
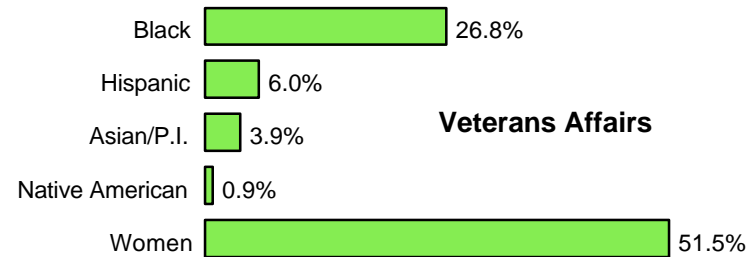
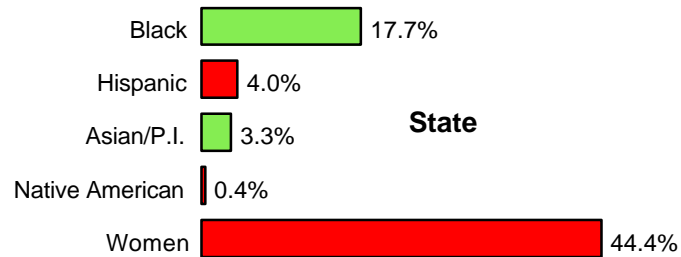
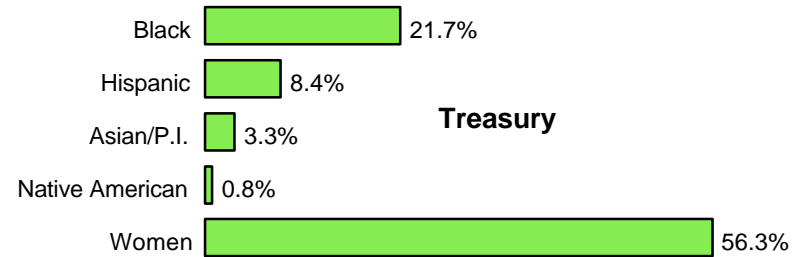
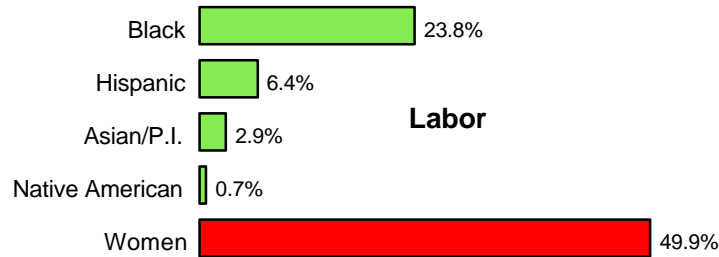
Representation of Minorities and Women Executive Departments (Percent of Workforce - September 30, 1998)



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, 1998)

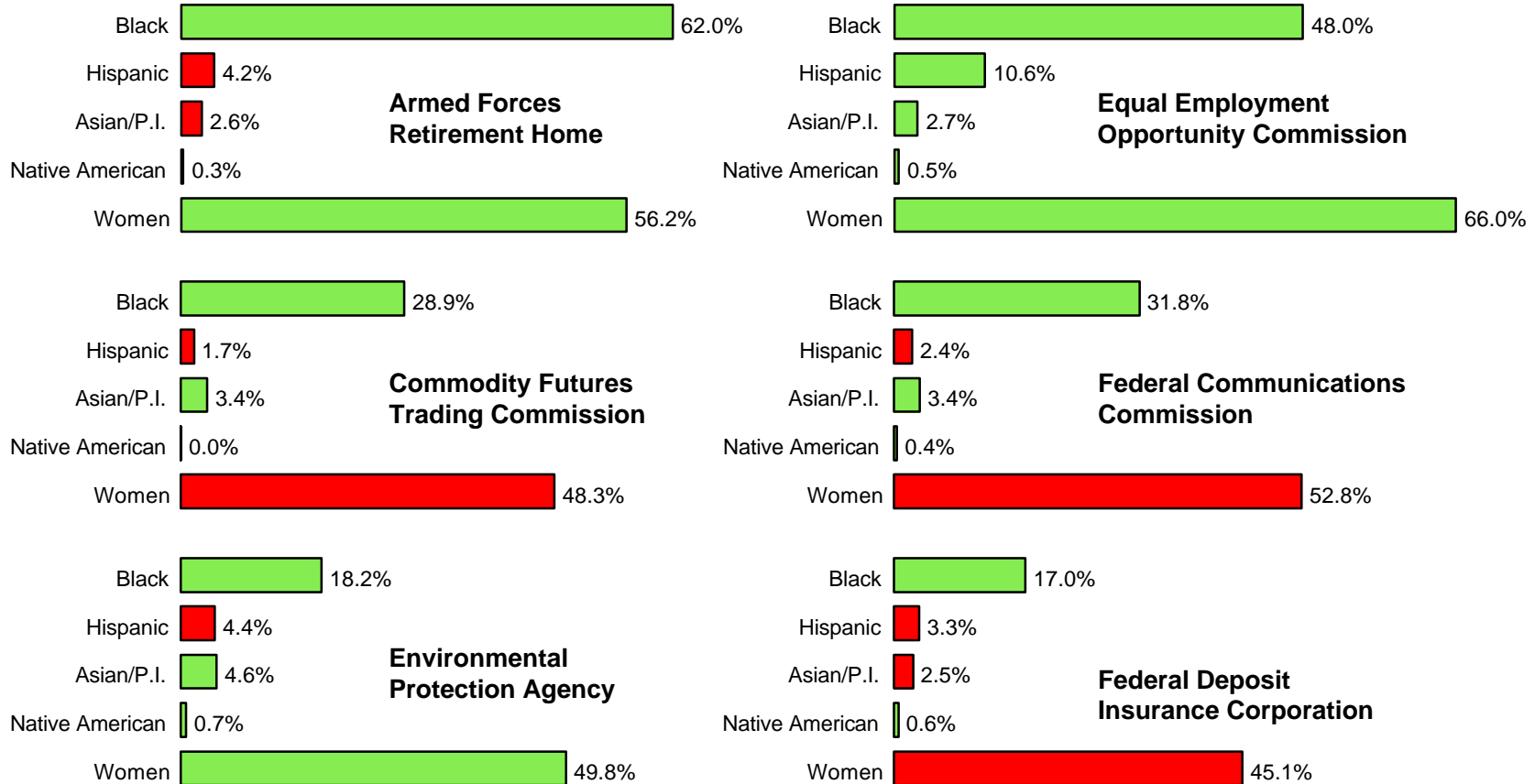
- Above the RCLF
 - Below the RCLF



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

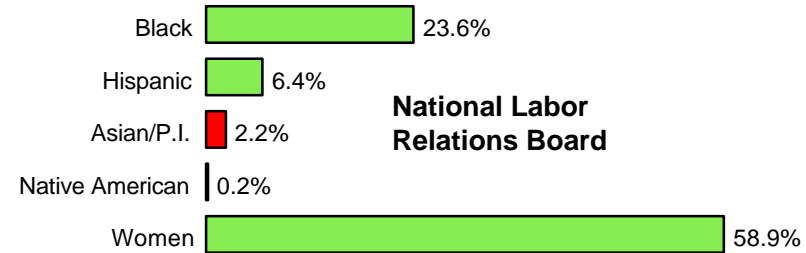
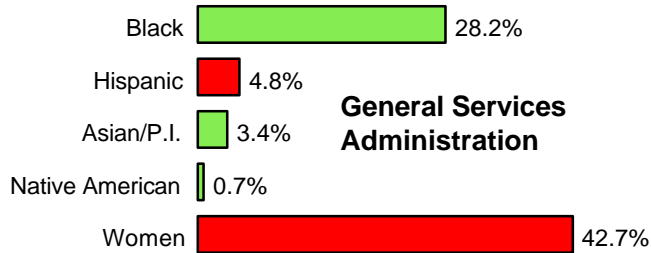
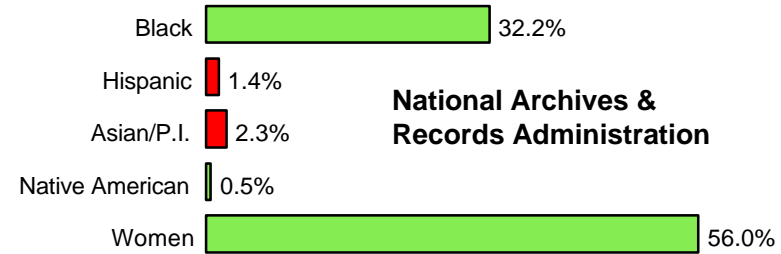
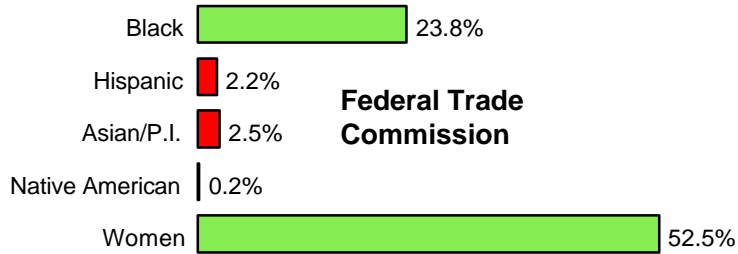
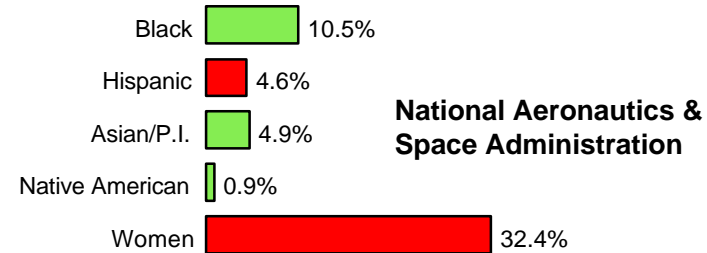
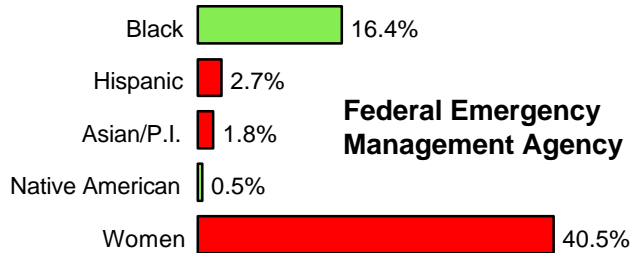
INDEPENDENT AGENCY WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 1998)



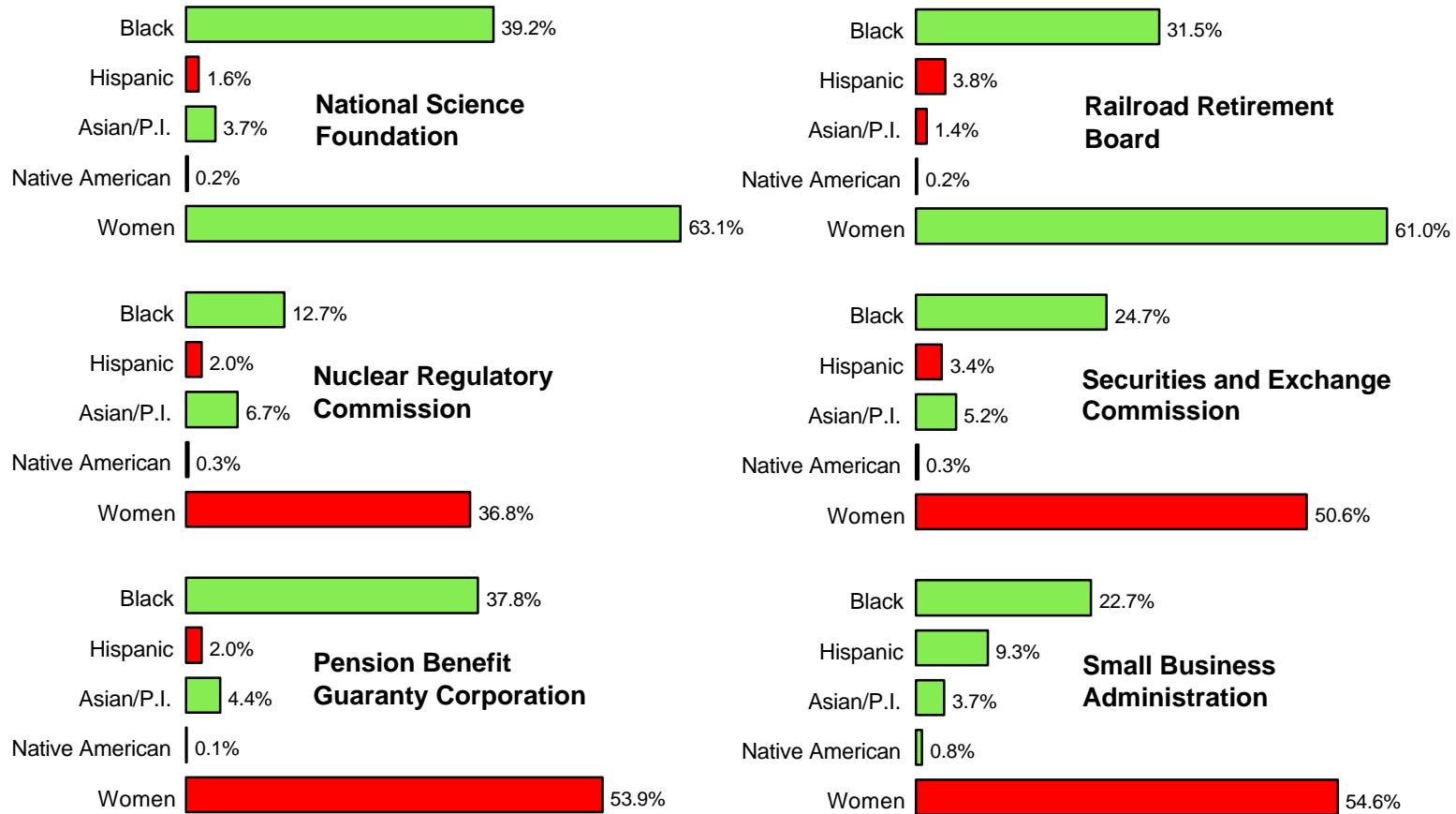
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Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

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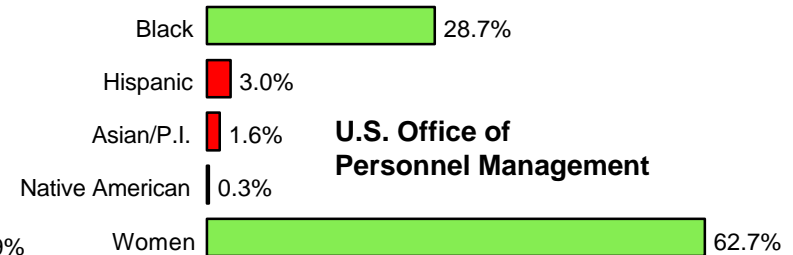
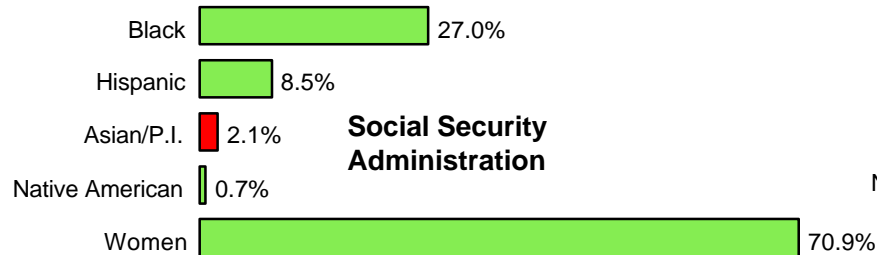
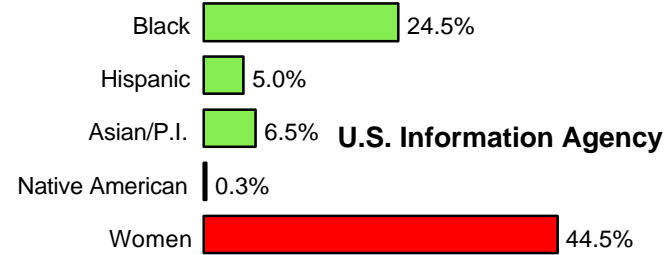
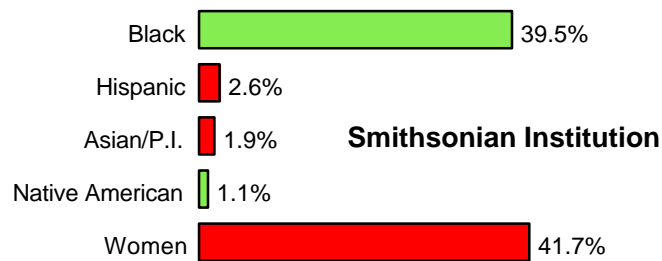
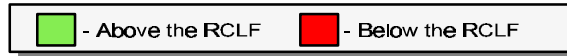
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