



**White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI)  
Engage, Educate, Empower (E3!)**

## Pathways to Public Service



*Maulik Pancholy, member of the President's Advisory Commission on AAPIs, gives remarks at a Youth Conference in New York on May 22, 2014. (Photo courtesy of WHIAAPI)*

E3! is a youth engagement program that discovers, develops, and defines a new generation of young leaders committed to advocating for Asian Americans and Pacific Islanders (AAPIs). The [E3! Ambassadors Program](#) affords young leaders the opportunity to brainstorm and implement their own unique ideas to help improve the overall quality of life for AAPIs across the country.

The mission of E3! is to **Educate, Engage, and Empower** young leaders to increase awareness around critical issues facing the AAPI community and to highlight key federal programs and resources in which AAPIs may be underserved.

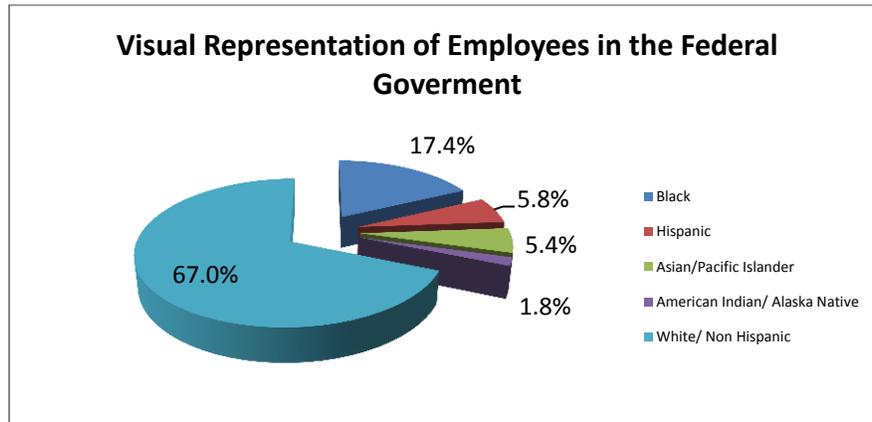
The inaugural class of 31 E3! Ambassadors came from 29 different cities and hosted more than 55 events during the 2014-2015 year. Whether it was setting up a table to share resources at a campus fair, facilitating a workshop during a conference, or even utilizing social media, E3! Ambassadors and other young leaders conducted outreach within their campuses and communities.

The E3! Ambassadors are focused on raising awareness around **four** major issues.



To help you get started, we have created a toolkit that caters to each specific area! These toolkits are to help you get started – do not feel limited to the ideas and resources we have compiled for you! Let this be a starting point for you and let your creativity take off from here. This toolkit is focused on **Pathways to Public Service**.

## PATHWAYS TO PUBLIC SERVICE: The Issue



Infographic based on data released by the Office of Public Management. (Created by WHIAAPI)

According to the [U.S. Census](#)<sup>1</sup>, the AAPI community is the fastest-growing racial group in the country. From 2000 to 2010, the AAPI community has grown by 46%, and by 2020, almost one out of every five (19.5%) Americans will be of AAPI descent. While the ethnic makeup of our nation is diversifying, AAPI leadership and representation in the federal government is lacking. As of 2012, only [5.4% of the federal workforce](#)<sup>2</sup> is of AAPI descent and AAPIs represent a mere 4.4% of the Senior Executive Service (SES). Where this may seem on par with the overall population, it does not account for the underrepresentation of Native Hawaiians, Pacific Islanders, and Southeast Asians in the federal government. In order to increase the AAPI voice in all levels of the federal government, it is critical to raise awareness around federal job and internship opportunities, and provide career development for AAPI youth.

September 2002 - September 2012

Year	Gender	Total On-Board	All Minorities		Black		Hispanic		Asian/Pacific Islander		American Indian / Alaska Native		White / Non-Hispanic	
			#	%	#	%	#	%	#	%	#	%	#	%
2010	Men	1,174,443	331,768	15.7	148,214	7.0	95,601	4.6	67,379	3.2	20,574	1.0	848,675	40.4
	Women	928,196	370,262	17.6	220,600	10.5	68,374	3.2	57,067	2.7	24,221	1.1	557,934	26.5
	Total	2,102,639	702,030	33.3	368,814	17.5	163,975	7.8	124,446	5.9	44,795	2.1	1,406,609	66.9
2011	Men	1,198,173	340,958	16.0	149,375	7.0	72,687	3.4	61,045	2.9	17,337	0.8	857,215	40.3
	Women	930,124	374,094	17.6	218,613	10.3	54,317	2.6	52,452	2.5	22,003	1.0	556,030	26.1
	Total	2,128,297	715,052	33.6	367,988	17.3	127,004	6.0	113,497	5.3	39,340	1.8	1,413,245	66.4
2012	Men	1,191,493	344,435	16.3	149,701	7.1	69,951	3.3	61,992	2.9	16,925	0.8	846,315	40.1
	Women	918,728	374,170	17.7	216,895	10.3	52,032	2.5	52,924	2.5	21,553	1.0	544,136	25.8
	Total	2,110,221	718,605	34.1	366,596	17.4	121,983	5.8	114,916	5.4	38,478	1.8	1,413,245	67.0

<sup>1</sup> <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/demographics/2010/table1mw.pdf>

<sup>2</sup> [http://www.whitehouse.gov/sites/default/files/american-mosaic\\_digital\\_lores\\_0.pdf](http://www.whitehouse.gov/sites/default/files/american-mosaic_digital_lores_0.pdf)

The target outreach months for Pathways to Public Service are *January and February 2016.*

3

## Outreach Ideas

Use the suggested outreach ideas below to get an idea of what activities you should host during these months.

- Reach out to student organizations and ask them to join your cause in promoting opportunities within the federal government for the AAPI community.
- Lead events and workshops focusing on professional development (consider inviting alumni and faculty to share their advice).
- Include resources and information on working in the federal government on student organization websites.
- Use social media! Check out [@WhiteHouseAAPI](#) on Twitter and Facebook for examples.



- Host a workshop to help students develop skills that will make them stronger candidates for federal internships and careers.
- Have students share their experiences with interning in federal offices in Washington, DC and why their internship was a valuable learning opportunity.
- Host a career/internship fair that will promote the different opportunities available to students.
- Get creative... the possibilities are endless!

## Pathways to Public Service Materials

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### Is there an internship where I can focus on serving the AAPI community on a national level?

- Yes! [WHIAAPI](#)<sup>1</sup> offers internships year-round!

### How can I work in the federal government?

- Under President Obama's leadership, the federal government has taken steps to help students and recent graduates join the federal Service. New opportunities will appear on USAJOBS as agencies post them. There are that offer clear paths to a career in federal government.
- The [Pathway Programs](#)<sup>2</sup> offer clear paths to federal internships for students from high school through post-graduate school and to careers for recent graduates, and provide meaningful training and career development opportunities for individuals who are at the beginning of their federal service. As a student or recent graduate, you can begin your career in the federal government by choosing the path that best describes you and where you are in your academics.

### What is the Presidential Management Fellows (PMF) Program?

- You can find more information about the PMF program [here](#)<sup>3</sup>.

### How can I prepare for a federal career?

- [Internships, Fellowships, and Other Work Experience Opportunities in the Federal Government](#)<sup>4</sup>
- [How to get a job in the federal government](#)<sup>5</sup>

### How do I prepare a federal resume?

- [The Federal Resume Guide](#)<sup>6</sup>

### Where can I find current data on AAPIs within the federal government?

- Office of Personnel Management [demographic report](#)<sup>7</sup>
- [Building the American Mosaic](#)<sup>8</sup>

### Besides a federal career, what are other ways I can be in public service?

- If you are seeking an opportunity to serve your country, a great opportunity would be through our nation's armed forces. Learn more [here](#)<sup>9</sup>.
- There are also several opportunities available in the [Corporation for National & Community Service](#)<sup>10</sup>, which includes [AmeriCorps](#)<sup>11</sup>.
- Another option is serving in the [Peace Corps](#)<sup>12</sup>.

### How do I get appointed by the President?

- Apply for a presidential appointment [here](#)<sup>13</sup>.

<sup>1</sup> <http://www.whitehouse.gov/administration/eop/aapi/internships>

<sup>2</sup> <https://www.usajobs.gov/studentsandgrads>

<sup>3</sup> <http://www.pmf.gov/opportunity/index.aspx>

<sup>4</sup> <http://www.senate.gov/CRSReports/crs-publish.cfm?pid=%26%2A2%3C4Q%2CO%3F%0A>

<sup>5</sup> <http://www.bls.gov/ooq/2004/summer/art01.pdf>

<sup>6</sup> <http://www.archives.gov/careers/jobs/forms/resume-guide.pdf>

<sup>7</sup> <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/demographics/2010/table1mw.pdf>

<sup>8</sup> [http://www.whitehouse.gov/sites/default/files/american-mosaic\\_digital\\_lores\\_0.pdf](http://www.whitehouse.gov/sites/default/files/american-mosaic_digital_lores_0.pdf)

<sup>9</sup> <http://www.military.com/join-armed-forces/us-military-overview.html>

<sup>10</sup> <http://www.nationalservice.gov>

<sup>11</sup> <http://www.nationalservice.gov/programs/ameri-corps>

<sup>12</sup> <http://www.peacecorps.gov>

<sup>13</sup> <https://apply.whitehouse.gov>