



White House Initiative on Asian Americans and Pacific Islanders

Young Leaders Dialogue Toolkit Pathways to Public Service

Introduction

The White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI) works to improve the quality of life and opportunities for Asian Americans and Pacific Islanders (AAPIs) by facilitating increased access to and participation in federal programs where they remain underserved. AAPIs are now the fastest growing racial group in the U.S. and are expected to increase over four times as rapidly as the total U.S. population and to double to more than 47 million by 2060. Recognizing this tremendous growth and the unique needs within AAPI communities, President Obama reestablished WHIAAPI through Executive Order 13515 in October 2009.

Engaging a New Generation of Leaders

Through its work with young leaders, WHIAAPI seeks to highlight both the tremendous unmet needs in the AAPI community as well as the dynamic community assets that can be leveraged to meet many of those needs. WHIAAPI engages a new generation of young leaders through annual youth forums and briefings. In addition:

- In 2013, WHIAAPI launched the **Healthy Engaged Youth Program**, encouraging young leaders to conduct outreach around the Affordable Care Act and new options for health coverage through the Health Insurance Marketplace.
- In 2014, WHIAAPI established its **E3! Ambassadors Program**¹, enlisting students and young professionals to educate, engage, and empower their campuses and communities on key issues like education, mental health, pathways to public service, and immigration. E3! Ambassadors led more than 130 projects and events to demystify the federal government and connect their communities to federal resources and programs. As part of the program, WHIAAPI released a series of **Young Leaders Dialogue Google+ Hangouts** and **Young Leaders Dialogue Video Playlists** which can be found at www.youtube.com/WhiteHouseAAPI.

Young Leaders Dialogue Toolkits

This *Young Leaders Dialogue Toolkit* is one in four issue toolkits designed to serve as a guide to federal agency resources around issues like education, mental health, public service, and immigration. We hope the data, resources, and videos included help to create and sustain ongoing dialogues in campuses and communities around issues affecting the AAPI community

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www.whitehouse.gov/aapi | www.ed.gov/aapi

¹ WHIAAPI: <http://sites.ed.gov/aapi/e3/>

The Issue: Pathways to Public Service

According to the [U.S. Census](#)², the AAPI community is the fastest-growing racial group in the country. From 2000 to 2010, the AAPI population grew by 46%. While the ethnic makeup of our nation is diversifying, AAPI leadership and representation in the federal government is lacking. As of 2014, [6.1% of the federal workforce](#)³ is of AAPI descent. While 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 addition, AAPIs represent [less than 4% of the Senior Executive Service](#)⁴ (SES). In order to increase the diversity of voices and perspectives 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.

Executive Branch Employment by Gender and Race/National Origin⁵

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
2013	Men	1,168,102	342,886	16.6	148,688	7.2	67,050	3.2	61,732	3.0	16,053	0.8	824,864	39.9
	Women	899,160	369,713	17.9	213,585	10.3	49,629	2.4	52,719	2.6	20,645	1.0	529,223	25.6
	Total	2,067,262	712,599	34.5	362,273	17.5	116,679	5.6	114,451	5.5	36,698	1.8	1,354,087	65.5
2014	Men	1,159,053	345,059	16.9	148,788	7.3	99,056	4.8	67,965	3.3	15,694	0.8	813,994	39.8
	Women	886,253	368,212	18.0	210,796	10.3	68,821	3.4	56,963	2.8	20,258	1.0	518,041	25.3
	Total	2,045,306	713,271	34.9	359,584	17.6	167,877	8.2	124,928	6.1	35,952	1.8	1,332,035	65.1

² Census: <http://www.census.gov/prod/cen2010/briefs/c2010br-11.pdf>

³ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racenational-origin/>

⁴ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/senior-executive-service/facts-figures/#url=Demographics>

⁵ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racenational-origin/>

Pathways to Public Service Materials

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

- WHIAAPI offers [internships](#)⁶ year-round.
- You can also explore internship opportunities at federal agencies and offices that work on issues affecting the AAPI community.

How can I work in the federal government as a student or recent graduate?

- 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.gov](#) as agencies post them.
- The [Pathway Programs](#)⁷ 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. The Pathways Programs include the [Internship Program](#)⁸, [Recent Graduates Program](#)⁹, and [Presidential Management Fellows Program](#)¹⁰.
- The federal government is enhancing cybersecurity education and training nationwide and [hiring more cybersecurity experts](#)¹¹ to secure federal agencies. These efforts include supporting those who want to pursue cybersecurity education and serve in the federal government through the expanded Scholarship for Service program and Cybersecurity Core Curriculum.

How can I prepare for a federal career?

- [Internships, Fellowships, and Other Work Experience Opportunities in the Federal Government](#)¹²
- [How to get a job in the federal government](#)¹³

How do I prepare a federal resume?

- [The Federal Resume Guide](#)¹⁴
- [Tips for Writing a Federal Resume](#)¹⁵

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

- [Office of Personnel Management Federal Employment Reports](#)¹⁶
- [Building the American Mosaic](#)¹⁷

⁶ WHIAAPI: <http://sites.ed.gov/aapi/stay-connected/internship/>

⁷ Office of Personnel Management: <https://www.usajobs.gov/StudentsAndGrads>

⁸ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#intern>

⁹ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#graduates>

¹⁰ Office of Personnel Management: <http://www.pmf.gov/>

¹¹ White House: <https://www.whitehouse.gov/the-press-office/2016/02/09/fact-sheet-cybersecurity-national-action-plan>

¹² U.S. Senate: <http://www.senate.gov/CRSReports/crs-publish.cfm?pid=%26%2A2%3C4Q%2CO%3F%0A>

¹³ Department of Labor: <http://www.bls.gov/careeroutlook/2014/article/federal-work-part-2.htm>

¹⁴ Department of Energy: http://energy.gov/sites/prod/files/2014/03/f12/Federal_Resume_Guide.pdf

¹⁵ Department of Homeland Security: <https://www.dhs.gov/homeland-security-careers/tips-writing-federal-resume>

¹⁶ Office of Personnel Management: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racenational-origin/>

¹⁷ WHIAAPI: http://www.whitehouse.gov/sites/default/files/american-mosaic_digital_lores_0.pdf

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](#)¹⁸.
- There are also several opportunities available in the [Corporation for National and Community Service](#)¹⁹. As the nation's largest grantmaker for service and volunteering, CNCS plays a critical role in strengthening America's nonprofit sector and addressing our nation's challenges through service. CNCS also runs [AmeriCorps](#)²⁰, which engages more than 75,000 Americans in intensive service each year at nonprofits, schools, public agencies, and community and faith-based groups across the country.
- Find volunteer opportunities at www.serve.gov.
- The [Peace Corps](#)²¹ is a service opportunity for motivated changemakers to immerse themselves in a community abroad, working side by side with local leaders to tackle the most pressing challenges of our generation.

How do I get appointed by the President?

- Apply for a presidential appointment at apply.whitehouse.gov.

Check out our E3! Ambassadors Young Leaders Dialogues:

- [2015 Young Leaders Dialogue on Pathways to Public Service Google Hangout](#)²²
- [2016 Young Leaders Dialogue on Pathways to Public Service Video Playlist](#)²³

Outreach Ideas

What now? Use these resources to educate, engage, and empower your campuses and communities around pathways to public service and to create greater dialogue on why public service is important to the AAPI community.

- Work with student organizations and campus career centers to highlight internship and career opportunities in the federal government.
- Lead workshops on resume building, interview techniques, skills training, and professional development.
- Host a panel with students, alumni, faculty, and community leaders to discuss different career paths and advice for students and young leaders seeking public service careers.
- Include resources and information on working in the federal government and volunteering on student organization websites.
- Find local volunteer opportunities and organize a day of service to give back to your community.
- Get creative... the possibilities are endless!

¹⁸ Department of Defense: <http://todaysmilitary.com/>

¹⁹ Corporation for National and Community Service: <http://www.nationalservice.gov/>

²⁰ Corporation for National and Community Service: <http://www.nationalservice.gov/programs/ameriCorps>

²¹ Peace Corps: www.peacecorps.gov

²² WHIAAPI: <https://www.youtube.com/watch?v=ri7V8vYqx0A>

²³ WHIAAPI: <https://www.youtube.com/playlist?list=PLP2myFogEmOH1OhZiu5YAjhObPYMz5e2I>