

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE FOR HISPANICS

Objective 3.1.7: Internship and Fellowships

Identify internship and fellowship opportunities available to HSI's and Hispanic students.

Department/Agency: U.S. Office of Personnel Management (OPM)

High Priority Performance Goal or Program Goal 2: POST-SECONDARY

Other Programs/Projects/Initiatives:

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. Student Pathways Program: The Pathways Program offers three clear paths that bring students and recent graduates into Federal Service. This includes the Internship Program, Recent Graduates Program, and the Presidential Management Fellows program. These three programs provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. The Student Pathways Program is</p>	Ongoing	Government-Wide	Students at HSIs and other educational institutions. Approximate number of Hispanics served is not available.	N/A	Carmen Andujar Manager, Recruitment Policy & Outreach Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-1164	<p>a. 60 Federal agencies signed Memorandums of Understanding with OPM in order to participate in the program.</p> <p>b. PMF Classes of 2013 and 2014: Exceeded national average of Hispanics/Latinos in grad school (7.1% according to US Dept of Ed National Center for Education Statistics, 2012) in the applicant (8.4%/9.37%), semi-finalists (7.96%/8.7%) and finalists (8.5%, figure pending) stages.</p> <p>c. 2014 PMF STEM pilot: 10.07% of semifinalists self-identified as Hispanic/Latino.</p> <p>d. Government-wide, new-hires</p>

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
clearly communicated to Hispanic Serving Institutions and Hispanic communities.						<p>under Student Pathways Programs total ¹4,030 as follows:</p> <p>Interns NTE² : 1,933 Interns: 974 PMF's: 131 Recent Graduates: 992</p> <p>OPM's total Student Pathways Programs new hires for FY 2014 is 9 (3 Interns, 1 PMF, 5 Recent Graduates); none of which are Hispanic. In 2014, OPM participated in the Hispanic Association of Colleges and Universities internship program, providing paid work experience for 2 Hispanic interns. In 2014, OPM also converted 1 Hispanic intern hired under the hold Student Career Experience Program (SCEP) to a permanent employee. During FY15, OPM will continue to outreach to HSIs and Hispanic communities.</p>

¹ Totals for FY 2014 are up to May 2014 and subject to change.

² Interns NTE indicates students that are in internships for a specified amount of time.

Objective 3.1.8: Workforce Diversity

Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. Outreach : OPM conducts outreach to the Hispanic community at large, including participating in career fairs, minority serving conferences, outreach events, and college recruitment activities nationwide and locally. Examples of the HSI's include: California State University, University of Texas, New Mexico State and other universities with a high enrollment of Hispanics.</p> <p>OPM participates in annual conferences sponsored by Hispanic organizations, including HACU, National Image, Inc., National Council of La Raza, Latin Students Business Association, Hispanic Serving Health Professional Schools, and the League of Latin American Citizens (LULAC). At these events, OPM offers in-person and virtual seminars and workshops to the general public and students on how to navigate USAJOBS.</p>	Ongoing	Unknown	Unknown	Outreach efforts are conducted by existing FTE's within OPM. No additional funds are spent to coordinate this strategic activity.	<p>Patricia Frausto HR Specialist Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-2433</p>	<p>OPM conducted outreach activities to 38 colleges and universities with diverse enrollment, including Hispanic students.</p> <p>The PMF Program conducted virtual outreach to HSI's and other diverse schools to increase diversity in the applicant pool for the PMF Class of 2015.</p> <p>OPM will start collecting survey results on workshops in FY 15.</p>
<p>2. Hispanic Council on Federal Employment (HCFE): The Council is an advisory committee composed of representatives from external Hispanic organizations and senior government officials. The Council is co-chaired by the Director of OPM and the Chair of the National Hispanic Leadership Agenda.</p>	Ongoing Effort	N/A	N/A	N/A	<p>Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020</p>	<p>In FY 14, the Council met six times and advised the OPM Director on matters involving the recruitment, hiring, and advancement of Hispanics in the Federal workforce.</p> <p>An example of the adoption of an HCFE recommendation is OPM worked on the universal use of applicant flow data. Applicant flow data is an important tool that enables agencies to assess the effectiveness of their recruitment, outreach, and hiring</p>

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
						efforts as well as strategically target resources to efficiently address challenges.
3. Communications: OPM's Office of Communications maintains an active outreach campaign utilizing social media tools to provide information, share available opportunities, interact with civic organizations and engage with the public.	Ongoing	The data is not available.	N/A	N/A	Mark Anthony Dingbaum Social Media Director Office of Communications & Public Liaison U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020	The desired outcomes for FY 2015 are to increase the volume of social media views, posts, and tweets targeting diverse communities and to increase the number of individuals from underrepresented communities applying for Federal jobs.
4. Resource Groups: OPM leverages resource groups to serve as a strategic partner and as a resource to identify issues and recommend solutions in regards to hiring, recruitment, advancement, and retention.	Ongoing	OPM	N/A	N/A	Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020	In FY 2014, OPM chartered an Hispanic Employee Resource Group (named Adelante). Since its inception, the group has met monthly and holds a seat on OPM's Diversity & Inclusion Council. The group has coordinated forums and programs for employees and has served as a networking hub for employees, as well as a resource to management on barriers as it relates to the hiring and retention of Hispanics.
5. Diversity & Inclusion Council: The Council is comprised of 70% senior leadership and provides advice that assists OPM in recruiting, retaining, honoring and developing a diverse, high performing workforce that promotes equity, diversity and inclusion throughout the agency.	Ongoing	OPM	N/A	N/A	Sharon Wong Acting Director Office of Diversity and Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020	During FY 2014, the Council was successful in ensuring a D&I element was included in 100% of managers and supervisors performance plans, implementing D&I Dialog sessions, and training managers and supervisors on the New IQ.
6. Strategic Recruitment: When required by the duties of the position, advertise positions with bilingual (Spanish and English) language requirements.	Ongoing	N/A	N/A	N/A	Andrea Bright Deputy Director Office of Human Resources U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-3590	Performance outcomes will be reported in FY 15.
7. Senior Executive Service (SES) Development Program: OPM will participate with the National	Ongoing	Government-Wide	All Federal Government employees who	N/A	Sharon Wong Acting Director Office of Diversity and	Performance outcomes will be reported in FY 16

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<p>Hispanic Leadership Agenda on a Hispanic Leadership Development Program to improve workforce diversity throughout the federal government's Senior Executive Service. This 12-month program will provide leadership developmental opportunities and address the core competencies identified by OPM to prepare future Hispanic senior executive leadership within the Federal Government.</p>			<p>aspire to join the SES.</p>		<p>Inclusion U.S. Office of Personnel Management 1900 E Street, NW Washington, DC 20415 (202) 606-0020</p>	