

OFFICE OF PERSONNEL MANAGEMENT

2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Improve agencies' data access and analysis on AAPI populations.	Facilitate agencies' review of workforce participation at all levels through the use of infographs.	By August 30, 2013, rollout baseline data for FY 2012.
Data	Improve data disaggregation practices.	Identify existing agency programs that disaggregate AAPI data into AA and NHPI, and investigate potential for replication.	By March 30, 2013, work towards migration of all reporting systems to disaggregate AAPI data into AA and NHPI.
Data	Increase capacity to conduct more reliable data collection.	Conduct "WHY YOU COUNT" campaign to improve RNO self-identification	By April 30, 2013, rollout campaign.
Language Access	Improve delivery of services to LEP individuals.	Given low frequency of service delivery to LEP individuals, periodically reassess to ensure availability of services as needed.	Track when services are provided to LEP individuals.
Language Access	Ensure efficacy of LEP programs throughout agency with reference to AAPI languages.	See above.	See above.
Language Access	Centralize and share language services across the federal government.	Assess federal employee language skills.	TBD (pending Governmentwide guidance)
Workforce Diversity	Ensure AAPIs are able to participate fully in fellowship, internship, and work study programs.	Partner with AANAPISIs and community organizations.	Target 1: By March 30, 2013, gather baseline of applicant flow data for Pathways program positions and review quarterly. Target 2: By September 30, 2013, increase AAPI applications in Student Pathways.
Workforce Diversity	Ensure the AAPI community is aware of, and in position to apply for, federal government positions in mission critical occupations (MCO) in OPM and across the federal government.	Increase outreach efforts to AAPIs to promote employment opportunities.	Target 1: By March 30, 2013, develop a plan that will increase employment outreach to AAPIs by 10%. Target 2: March 30, 2013, gather baseline of applicant flow data for MCO positions and review/analyze on quarterly basis.
Workforce Diversity	Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.	Survey any existing barriers and develop plan to address barriers identified.	By January 31, 2013, conduct barrier analysis to collect data on success measures of the training and development program for AAPI staff.

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Workforce Diversity	Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.	Provide training and development opportunities for AAPI staff, as part of the overall agency training and development programs.	Continue to participate in, and provide support to the AAGEN SES/managerial development program for GS 15 employees.