

# EEOC's AAPI Workgroup Update

EXCEL 2009  
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## Workforce Trends and Population

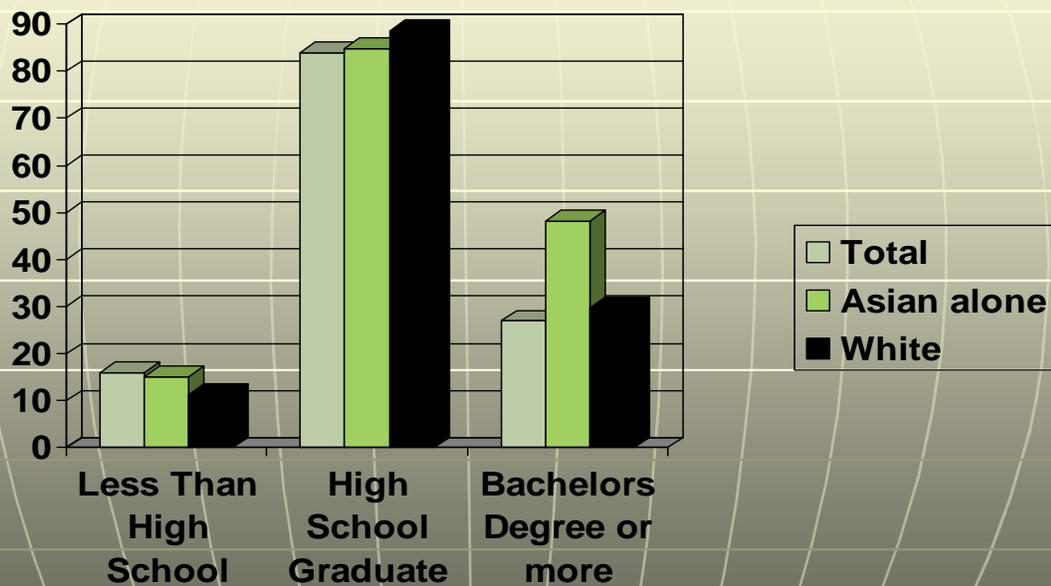
- According to OPM and the Partnership for Public Service, about 550,000 federal employees will leave the government in the next 5 years, mostly through retirement.
- Federal Government will be competing with private and nonprofit sectors for highly skilled job seekers.
- Competition will be intense for professional and technical talent particularly in fields such as science, engineering, health care and information technology, fields where failure to graduate students has already reduced the pool of candidates.

# Government Hiring Needs

- Key Occupational Areas (% increase in the Federal Workforce 2004-2014)
  - Criminal Investigations (24.6%)
  - Computer Specialists (13.8%)
  - Biological Scientists (9.4%)
  - Engineers (8.4%)
  - Physicians (8.2%)
  - Management Analysis (4.0%)
  - Attorneys (4.0%)
- 80% of new hires will be in 5 fields: Security, Medical/Health, Accounting, Engineering/Sciences, and Program Management

Partnership for Public Service, *Where the Jobs Are?* 2d Ed. 2007

## Education Attainment: Percentage of Population 25 or older



U.S. Census Bureau, 2004 American Community Survey

# Despite data

- Barriers Still Exist
  - Stereotypes
  - “Model Minority”
  - Passive, un-ambitious
  - Lacking characteristics of leaders/managers

Workgroup charged with developing plans on how to overcome these barriers.

## Employment Barriers

- There are 2.4 million individuals employed in the federal sector, of which 6.22 percent are Asian American. However, statistics don't tell the whole story.
- Agencies with low overall participation rates.
- Agencies with robust participation rates had low participation rates at the higher levels. Government-wide, at the SES level, the percentage of AAPI's is 2.34%.
- Low participation rates at the mid-level management level.

# The Federal Sector Snap Shot

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Overall	4.71	4.95	5.11	5.22	5.32	5.45	5.54	5.79	5.94	6.06
Senior Pay**	1.98	2.10	2.14	2.25	2.49	2.70	2.96	3.18	3.39	3.73
GSR***	3.97	4.01	4.08	4.14	4.24	4.39	4.43	4.60	4.90	5.30
FWS ?	4.65	4.63	4.71	4.60	4.62	4.75	4.50	4.73	4.75	4.76
OPS ??	6.31	6.76	6.70	6.85	7.04	7.12	7.29	7.49	7.76	7.86
2000 CLF	3.80	3.80	3.80	3.80	3.80	3.80	3.80	3.80	3.80	3.80

\*Source: Annual Report on the Federal Workforce - Fiscal Year 2006, Appendix III, Table A-1.

\*\* Senior pay includes pay grades above GS-15 or equivalents in other pay systems.

\*\*\* General Schedule and Related Pay Systems.

† Federal Wage Grade Pay System.

†† Other Pay Systems - includes September 30, 2006 agency data as reported in CPDF and all employees of AAFES, TVA and USPS, but does not include data for intelligence gathering agencies

## FY2007 Data

- Overall participation rate of AAPIs in the federal sector has increased from 6.06% in FY2006 to 6.22% in FY2007.
- At the GS14 and 15 level, the participation rate went from 3.73% up to 6.52%
- The participation rate in FY 2007 in Management
  - first level supervisors is at 3.97%
  - mid level supervisors rate is 3.57%
  - senior level officials and managers is at 4.09%.
- However, despite those numbers, the SES level is only 2.34% . Slightly up from 2.24% in FY 2006.
- This is government-wide; however, the picture at each agency and sub agency is very different. Therefore, the data shows that there is still more work to be done.

## *Comparison Group or Proxy*

- The next step is to pick the comparison group or “proxy”. The Civilian Labor Force or CLF is the appropriate proxy for the agency’s workforce because, absent extenuating circumstances, an agency’s workforce would be expected to mirror the overall civilian workforce participation rates.
- The CLF participation rate for Asians and Pacific Islanders is 4.0%.

## Executive/Senior Level

- The proxy would again be the agency's permanent workforce.
- Looking at the SES numbers.
- Look at the feeder pools.
  - Candidates for SES positions are generally selected from the GS14 or GS15 levels or from outside the agency.
  - When there is adequate diversity in the GS14 and GS15 grades but no similar diversity in the SES, a trigger exists.

## Recommendations from the AAPI Workgroup Report

- Executive Order
- Agency Heads
  - Top Down Leadership
  - Re-invigorate career development programs
  - Professional development opportunities to meet KSA's for accession into the SES
  - Promote respect and appreciation for diversity.

## Recommendations con't

- For Managers/Supervisors
  - Need to be held accountable for EEO and Diversity programs
  - Need to analyze their data for awards, training, promotions.
- EEO Offices/Diversity Office/AEP
  - Look at AAPI workforce data
  - Oversight on SES programs
  - Ensure outreach and recruitment
  - Re-examine entry level criteria for potential barriers.
  - Collaborate with your HR Office.

## Recommendations con't

- Agencies should partner with AAPI groups
- Affinity/Employee Groups
  - Engage with EEO/Diversity/HR Offices
  - Engage with Senior AAPIs at the agency
  - Sponsor events
  - Partner with other groups – strength in numbers

# Recommendations con't

- AAPI Employees
  - Build your own KSA's
  - Build visibility
  - Have a plan
  - Network