



U.S. Agency for International Development (USAID)

**Annual Federal Equal Opportunity
Recruitment Program (FEORP)
FISCAL YEAR 2001**

**Bureau for Management
Office of Human Resources**

**Annual Federal Equal Opportunity Recruitment
Program (FEORP)
Plan Certification -- Fiscal Year 2001**

Please type or print clearly and return this sheet with an original signature to:

Ms. Maria Mercedes Olivieri
Assistant Director, Office of Diversity
U.S. Office of Personnel Management
1900 E Street, N.W., Room 2445
Washington, D.C. 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency
U.S. Agency for International Development
1300 Pennsylvania Avenue, N.W.
Office of Human Resources
Suite 2.08-016 RRB
Washington, DC 20523-2901

B. Name and Title of Designated FEORP Official (Include address, if different from above.)
Telephone and FAX Numbers:

Marilyn S. Marton
Deputy Assistant Administrator for Human Resources (202) 712-5500 (Voice)
Suite 2.08-016, RRB (202) 216-3821 (FAX)
Washington, DC 20523-2901

C. Name and Title of Contact Person (Include address, if different from above.)
Telephone and FAX Numbers:

Francisco Zamora (202) 712-1631 (Voice)
Assignment & Performance Counselor, Office of Human Resources (202) 216-3067 (FAX)
Suite 2.08-160, RRB
Washington, DC 20523-2901

CERTIFICATION: I certify that the above named agency: (1) has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE: _____

DATE: _____

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FEORP: PARTICIPANTS IN FORMAL AGENCY CAREER DEVELOPMENT PROGRAMS

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	0	0.0	0	0.0
Total Men				
Total Women				
Total Whites				
White Men				
White Women				
Total Blacks				
Black Men				
Black Women				
Total Hispanics				
Hispanic Men				
Hispanic Women				
Total Asian/Pacific Islanders				
Asian/Pacific Islander Men				
Asian/Pacific Islander Women				
Total Native Americans				
Total Native American Men				
Total Native American Women				

FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	0	0.0	0	0.0
Total Men				
Total Women				
Total Whites				
White Men				
White Women				
Total Blacks				
Black Men				
Black Women				
Total Hispanics				
Hispanic Men				
Hispanic Women				
Total Asian/Pacific Islanders				
Asian/Pacific Islander Men				
Asian/Pacific Islander Women				
Total Native Americans				
Total Native American Men				
Total Native American Women				

FEORP: PARTICIPANTS IN FORMAL AGENCY CAREER DEVELOPMENT PROGRAMS*

RNO AND GENDER	FOREIGN SERVICE OFFICERS, FS-01		SENIOR FOREIGN SERVICE	
	#	%	#	%
Overall Total	5	100.0	1	100.0
Total Men	3	60.0	1	100.0
Total Women	2	40.0		
Total Whites	4	80.0	1	100.0
White Men	2	40.0		
White Women	2	40.0		
Total Blacks	1	20.0		
Black Men	1	20.0		
Black Women				
Total Hispanics				
Hispanic Men				
Hispanic Women				
Total Asian/Pacific Islanders				
Asian/Pacific Islander Men				
Asian/Pacific Islander Women				
Total Native Americans				
Total Native American Men				
Total Native American Women				

*Long-Term Training

FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS

RNO AND GENDER	FOREIGN SERVICE OFFICER		SENIOR FOREIGN SERVICE	
	#	%	#	%
Overall Total	0	0.0	0	0.0
Total Men				
Total Women				
Total Whites				
White Men				
White Women				
Total Blacks				
Black Men				
Black Women				
Total Hispanics				
Hispanic Men				
Hispanic Women				
Total Asian/Pacific Islanders				
Asian/Pacific Islander Men				
Asian/Pacific Islander Women				
Total Native Americans				
Total Native American Men				
Total Native American Women				

**UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT
FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP)
ACCOMPLISHMENT REPORT FY 2001**

USAID continued implementing the five-year recruitment strategy approved in 1999. Many of the efforts were specifically targeted for Hispanic groups since they represent only about 3 percent of agency employees compared to the NCLF (National Civilian Labor Force) of 9.1 percent. An agreement of cooperation was signed last November 2000 with NAHFE (National Association of Hispanic Federal Executives) to find ways to increase Hispanic employment. Agency representatives will meet again in November 2001 to continue discussions on strategies to improve the situation.

Other activities during this fiscal year 2001, included contacts with organizations such as LULAC (League of Latin American Citizens), the Hispanic Leadership Conference, HCIR (Hispanic Council on International Relations), University of Michigan Hispanic Alumni Organization, Public Health Students of African Descent (PHSAD), Blacks in Government (BIG) and the Southern Economic Association.

The Outreach Officer and other agency personnel have participated in job fairs in Riverside, California, Los Angeles California, New Orleans, Louisiana, Phoenix, Arizona, Richmond, Virginia, Washington, D.C. and Rosslyn, Virginia. Participants were given literature about USAID, career counseling, and instructions on applying for jobs.

Unfortunately, an annually scheduled job fair and conference jointly planned with the State Department to celebrate Hispanic Heritage Month had to be cancelled due to the September 11, 2001 events of terrorism. Other outreach activities such as the annual Chicago Job Fair by the National Hispanic Leadership were also postponed due to travel restrictions.

With regard employment accomplishments for FY 2001, Classes IV and V of the Foreign Service New Entrant Professional (NEP) program included 4 new employees of Hispanic background which represented 5 percent of the total.

On the Civil Service side, out of 16 new PMIs (Presidential Management Interns) in the 2001 class, 3 employees (19 percent) were Hispanic.

HISPANIC EMPLOYMENT INITIATIVE: NINE-POINT PLAN

1. Support and implement the White House Initiative on Educational Excellence for Hispanic Americans.

The Agency continues its efforts to increase the participation of Hispanic Americans in its programs and activities by supporting and implementing the White House Initiative on Educational Excellence for Hispanics Americans.

During FY 2002, USAID will continue several activities to increase the participation of Hispanic Americans in the programs and activities that comprise the U.S. Foreign Assistance Program by: (1) Encouraging operating units to utilize the program and policy instrument approved by the Department of Justice to increase the participation of Minority Serving Institutions, including Hispanic Serving Institutions; (2) Targeting recruitment efforts to reach qualified, Hispanic applicants; (3) Participating actively in the Hispanic Association of Colleges and Universities annual conference and workshops to provide attendees with information about business and employment opportunities at USAID for Hispanic Serving Institutions, Hispanic firms and individuals; and (4) Ensuring that Hispanic Serving Institutions know about USAID fellowship and internship opportunities.

2. Provide employment information to students, faculty, and the Hispanic community.

USAID continued targeted recruitment activities in order to reach qualified Hispanic applicants. Outreach visits were made to several U.S. sites where presentations were made and employment literature distributed at conferences, professional Hispanic organizations, government and non-profit organizations. USAID announcements appeared in internet job websites such as Flipdog.com, USAJOBS.com and the Agency's website.

USAID staff has participated and presented panel discussions on employment opportunities in the Foreign Service and Civil Service and developing a successful career in the Foreign Service at several area universities.

3. Use the Presidential Management Intern (PMI) Program for recruiting, converting and advancing Hispanic college graduates.

USAID provided internship to three (3) Hispanics in CY 2001. USAID will continue to intensify its recruitment efforts to reach Hispanic graduates.

4. Participate in the HACU National Internship Program

As a consequence of continuing budgetary constraints, USAID did not participate in the HACU National Internship program.

5. Use the flexibilities of the Student Employment Program to bring Hispanic students into agency's shortage category occupations, as well as other occupations.

The vacancies which are mostly of a highly technical nature available at USAID do not match the levels and training offered through Student Employment Program.

6. Develop mentoring programs to motivate young people to pursue higher education and Federal careers.

USAID has committed to the development of mentoring programs within the agency, for Hispanics and other employees. Mentoring has already been incorporated into the Agency's New Entry Professional (NEP) program. Personnel reductions have precluded USAID to develop and implement a structured mentoring program all new employees. However, USAID is considering adding mentors to the PMI program during a planned redesign of its NEP program to include slots for junior officers entering as PMIs

7. Promote participation of Hispanic employees in career development programs.

Budget problems continue to restrain USAID from expanded training, and in this year's selections for next year's classes under the Agency's Long-Term Training program, only four slots were available but did not include any Hispanics.

8. Assess agency needs for full-time, or collateral Hispanic Employment Program Managers (HEP) and assure that HEP Managers are integral members of the agency's management team.

The HEP Manager is based out of the Office of Equal Opportunity Programs at USAID and is responsible for planning and directing the Agency's HEP and serves as the principal resource person and staff advisor on unique concerns and problems related to EEO for Hispanic employees and applicants. Additionally, the Agency has a Foreign Service Officer in the Human Resources (HR), responsible for developing and implementing effective Hispanic outreach program.

9. Incorporate these activities into your agency's Federal Equal Opportunity Recruitment Program (FEORP) accomplishment report to OPM.

USAID will continue to report specific progress and successes in recruiting, employing, and training Hispanics in our annual FEORP accomplishment report to OPM for review and evaluation of USAID's progress in recruiting Hispanics.