

Hispanic Employment Program (HEP) Overview

Purpose: ensure equal opportunity in the hiring, advancement, training, and treatment of Hispanic employees

Goal: strive to achieve a civilian workforce in which qualified Hispanic Americans are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian workforce

Hispanic Employment Program Manager (HEPM)

Hispanic Employment Program Manager (HEPM) should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of Hispanic employees within the workforce

Overview of HEPM Duties (Cont'd)

Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which Hispanics may want to apply

Provide career information and counseling to Hispanic employees

Work with government and non– government organizations to provide opportunities for career enhancement of Hispanic employees

Represent the commander at local and national meetings and conferences that may be beneficial to the Army

OPM Nine-Point Plan

Hispanics are the most underrepresented group in the Federal Government; OPM implemented a Nine-Point Plan to improve the representation of Hispanics in the workforce

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

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

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

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

OPM Nine-Point Plan (Cont'd)

Participate in the Hispanic Association of Colleges and Universities (HACU) National Internship Program

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

Promote participation of Hispanic employees in career development programs

Assess agency needs for Hispanic Employment Program (HEP) Managers, and ensure that HEP Managers are integral members of the management team; incorporate these activities into Federal Equal Opportunity Recruitment Program (FEORP) accomplishment report to OPM

Hispanic Heritage Month

Congress passed a joint resolution on 17 September 1968 creating National Hispanic Heritage Week. The week was expanded to a month by joint resolution in 1988 and is now observed annually from September 15th - October 15th

FY 2007 Theme: not yet announced

National IMAGE, Inc.

IMAGE is a network of professionals committed to finding positive and creative solutions to the challenges facing the pan-Hispanic community in the United States. It also provides a national forum for awareness, as well as a platform for effective change.

Web site:

<http://nationalimageinc.org>

2007 National IMAGE Conference

16-20 Apr 07; Reno, NV

League of United Latin American Citizens (LULAC)

LULAC is the largest and oldest Hispanic organization in the United States. They advance the economic condition, educational attainment, political influence, health, and civil rights of the Hispanic population of the United States. LULAC involves and serves all Hispanic nationality groups.

**Web site:
www.lulac.org**

**78th LULAC National Conference
9-14 Jul 07; Chicago, Illinois**

You Can Help!

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Office to become a
member of the Special
Emphasis Program
Team**

