

Department of Health and Human Services



State of the Agency Report Workforce Demographic Briefing

Hubert H. Humphrey Building



FY 2016 ANNUAL EEO PROGRAMS STATUS REPORT

EEOC Management Directive 715

- ✓ Self-Assessments
 - ✓ Plan to Attain the Essential Elements of a Model EEO Program
 - ✓ EEO Plan to Eliminate Identified Barrier
- ✓ Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities

Department of Health and Human Services (HHS)
Assistant Secretary for Administration

Model EEO Program

The Six Essential Elements

Demonstrated Commitment from Leadership

Integration of EEO into Strategic Mission

Management Program Accountability

Proactive Prevention of Unlawful Discrimination

Efficiency

Responsiveness and Legal Compliance

Barrier Identification and Elimination Process

**Identify possible Barriers
Using a Variety of Sources**



**Investigate to Pinpoint Actual
Barriers and Conditions**



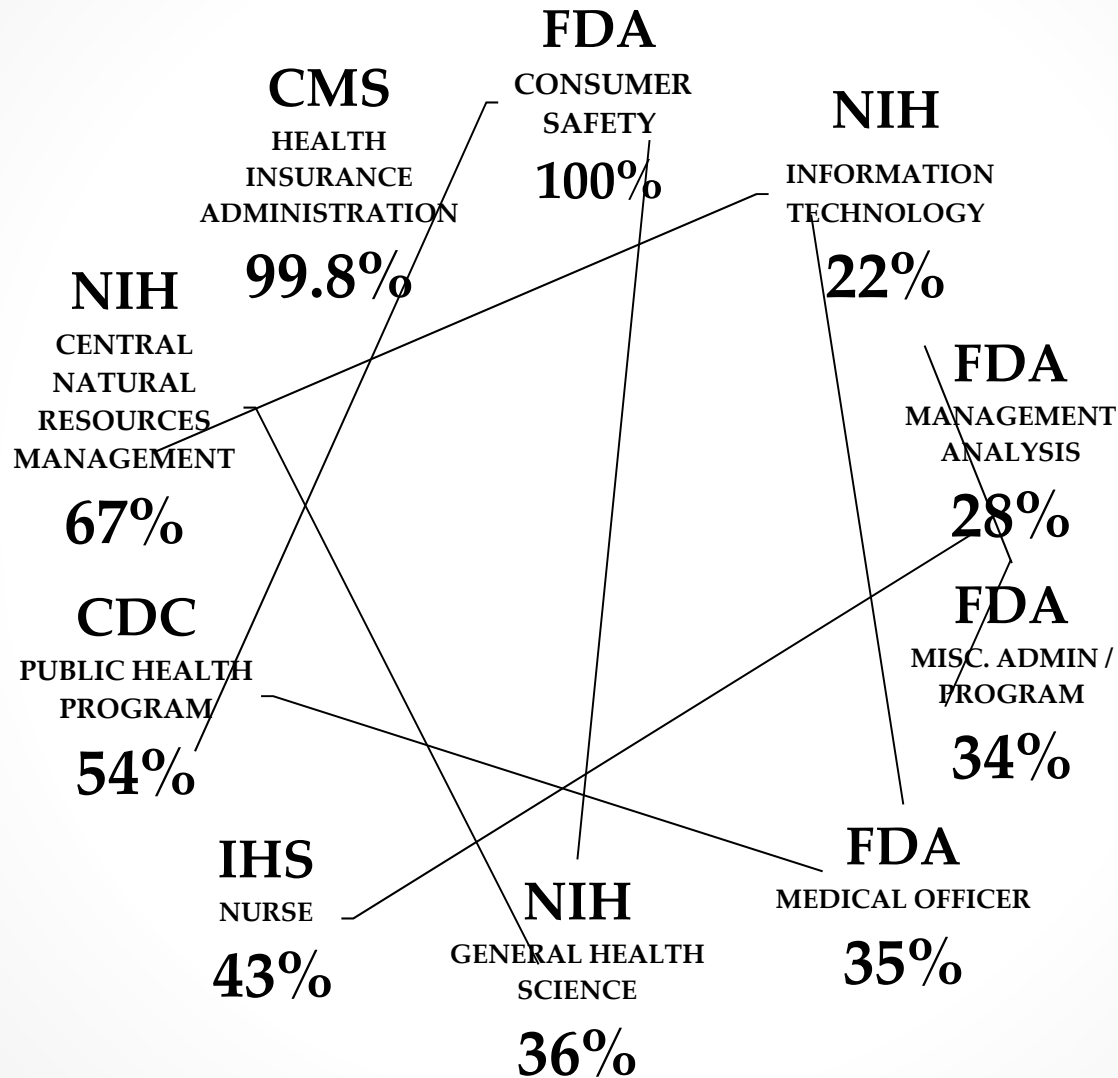
Barrier Elimination



Assess Success of Plan

FY16 TOP 10 HHS OCCUPATIONS by OPDIV

(Permanent & Temp) no Commissioned Officers



EEO Complaints Trends

The top five formal complaint bases and issues of alleged discrimination complaints

Top Five Issues or Fiscal Years 2012– 2016 (listed in order of frequency)

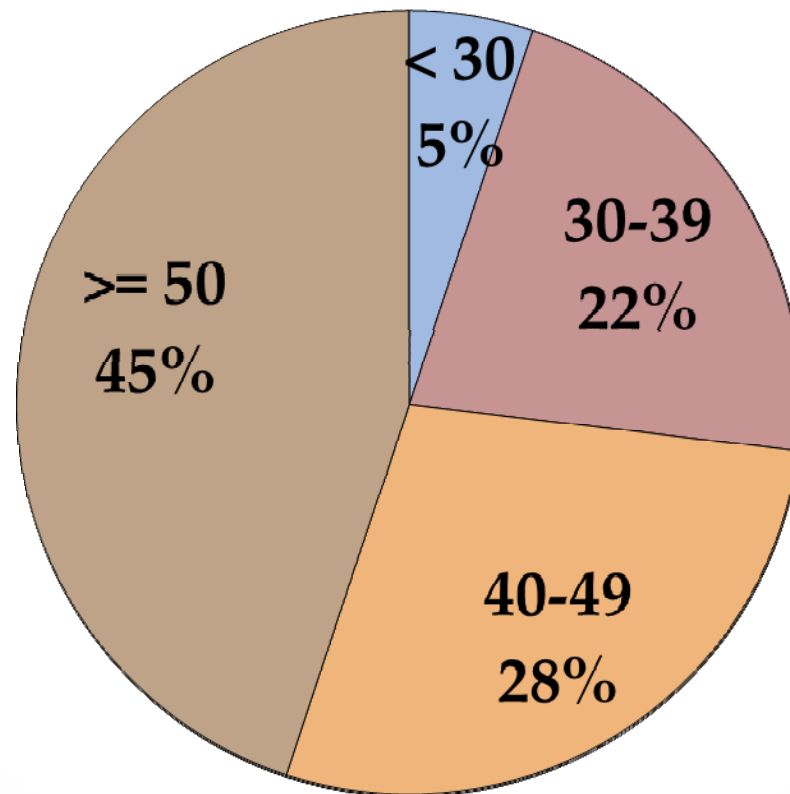
FY 2012	Harassment (NS)	Assignment of Duties	Evaluation/Appraisal	Disciplinary Action	Promotion/Non-Selection
FY 2013	Harassment (NS)	Assignment of Duties	Disciplinary Action	Evaluation/Appraisal	Promotion/Non-Selection
FY 2014	Harassment (NS)	Disciplinary Action	Assignment of Duties	Evaluation/Appraisal	Terms & Condition of Emp.
FY 2015	Harassment (NS)	Evaluation/Appraisal	Disciplinary Action	Assignment of Duties	Promotion/Non-Selection
FY 2016	Harassment (NS)	Disciplinary Action	Evaluation/Appraisal	Assignment of Duties	Promotion/Non-Selection

Top Five Bases for Fiscal Years 2012 – 2016 (listed in order of frequency)

FY 2012	Reprisal	Race - African American	Age	Sex - Female	Disability-Physical
FY 2013	Reprisal	Sex-Female	Age	Disability-Physical	Race-African American
FY 2014	Reprisal	Age	Disability-Physical	Sex - Female	Race-African American
FY 2015	Reprisal	Age	Disability - Physical	Sex - Female	Color
FY2016	Reprisal	Age	Disability - Physical	Sex-Female	Race-African American

The HHS Workforce

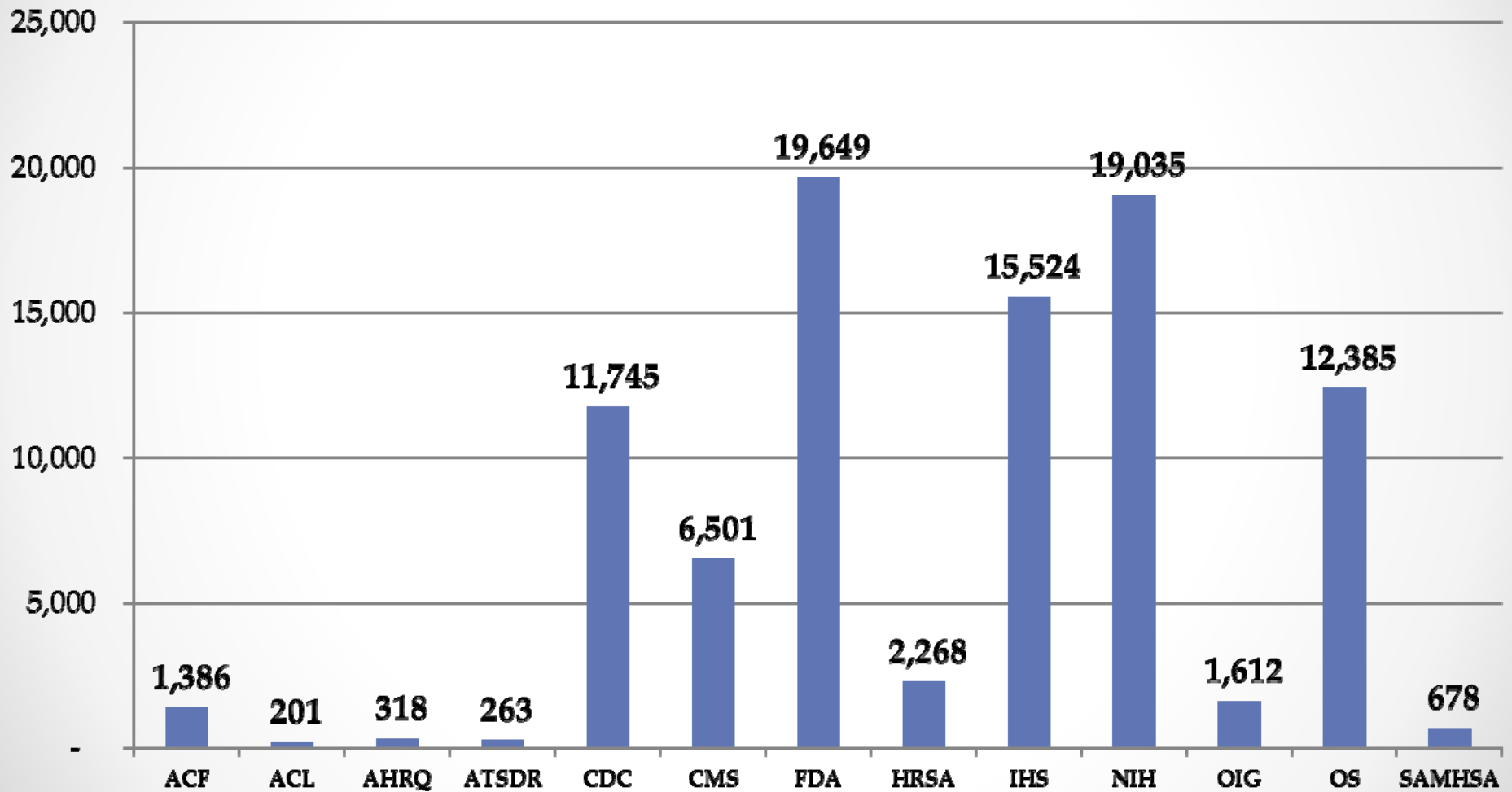
FYE 2016 HHS Employee Age Distribution of Permanent Staff



FYE 2016 HHS Total Employees

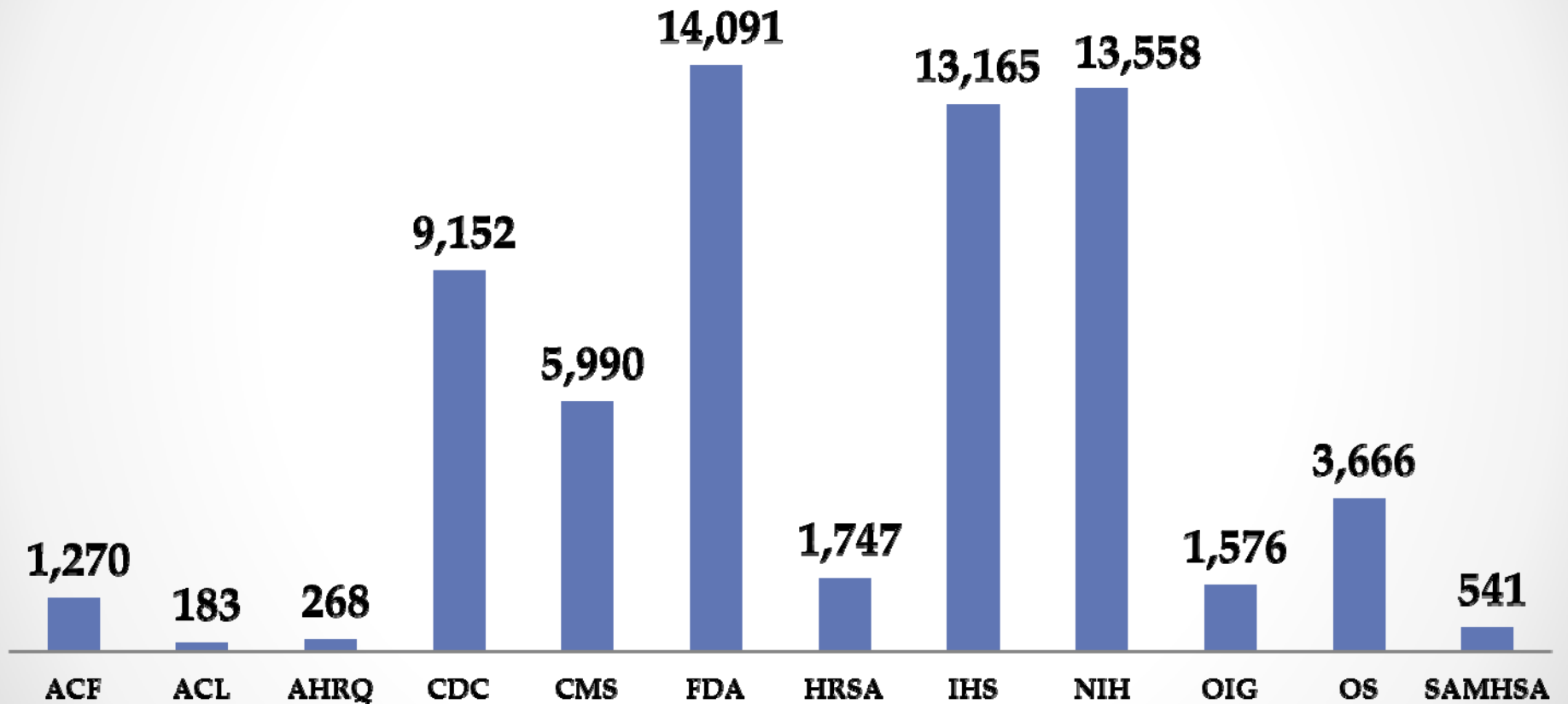
(Permanent & Temporary)

Total Count 91,565



FYE 2016 HHS Permanent Employees

Total Count 65,207



FYE 2016 HHS WORKFORCE BY U.S. LOCATION

Permanent Staff Only

States (not BL or DC)	33,845	49.7%
DC Metro	29,575	43.4%
Baltimore	4,288	6.3%
Foreign	229	0.3%
U.S. Territory	146	0.2%
Top States		
MD	30,733	45.4%
Georgia	8,317	12.3%
Arizona	4,714	7.0%
New Mexico	3,399	5.0%
DC	3,322	4.9%
Others	17,198	25.4%
Total	67,681	100.0%

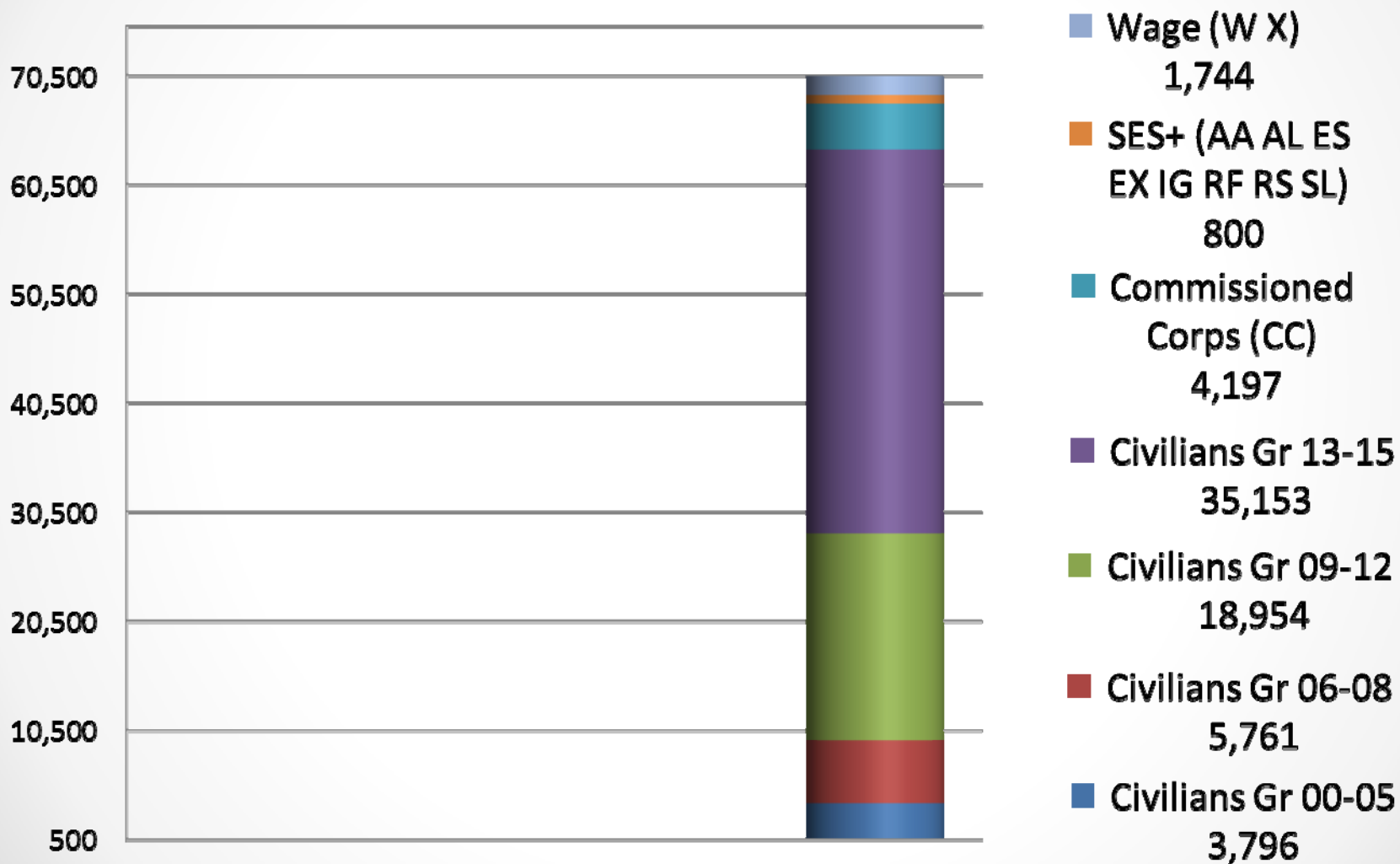
FYE 2016 HHS TOTAL WORKFORCE

COUNTRIES WITH HHS WORKFORCE

66 COUNTRIES, PLUS PUERTO RICO

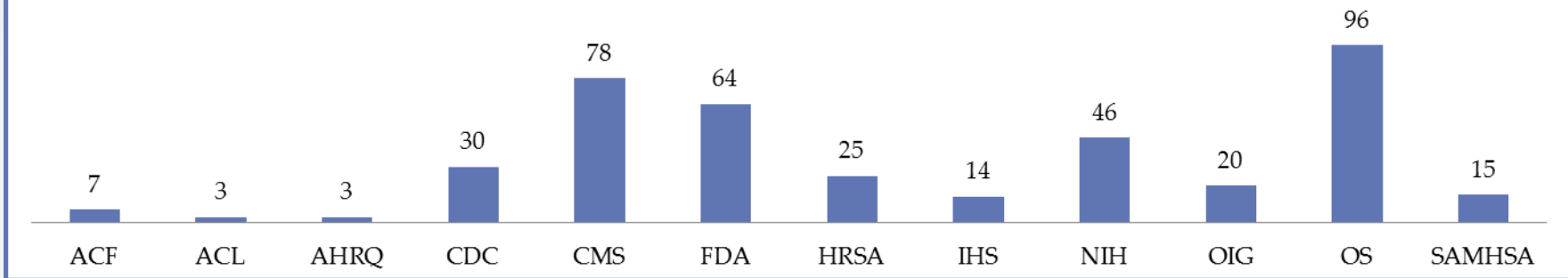
PUERTO RICO	216
KENYA	27
CHINA	20
SWITZERLAND	20
SOUTH AFRICA	16
TANZANIA	15
INDIA	14
UGANDA	14
MOZAMBIQUE	13
ZAMBIA	13
VIETNAM	12
BOTSWANA	11
THAILAND	10

FYE 16 HHS Permanent Distribution by Pay Plan and Grade

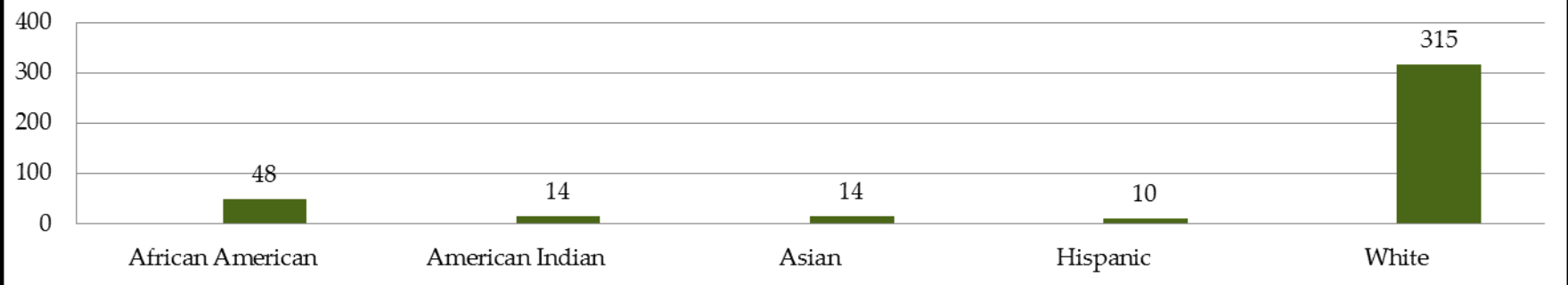


Career Senior Executive

Department of Health and Human Services
Permanent SES On-Board (as of March 4, 2017)
Total Count 401

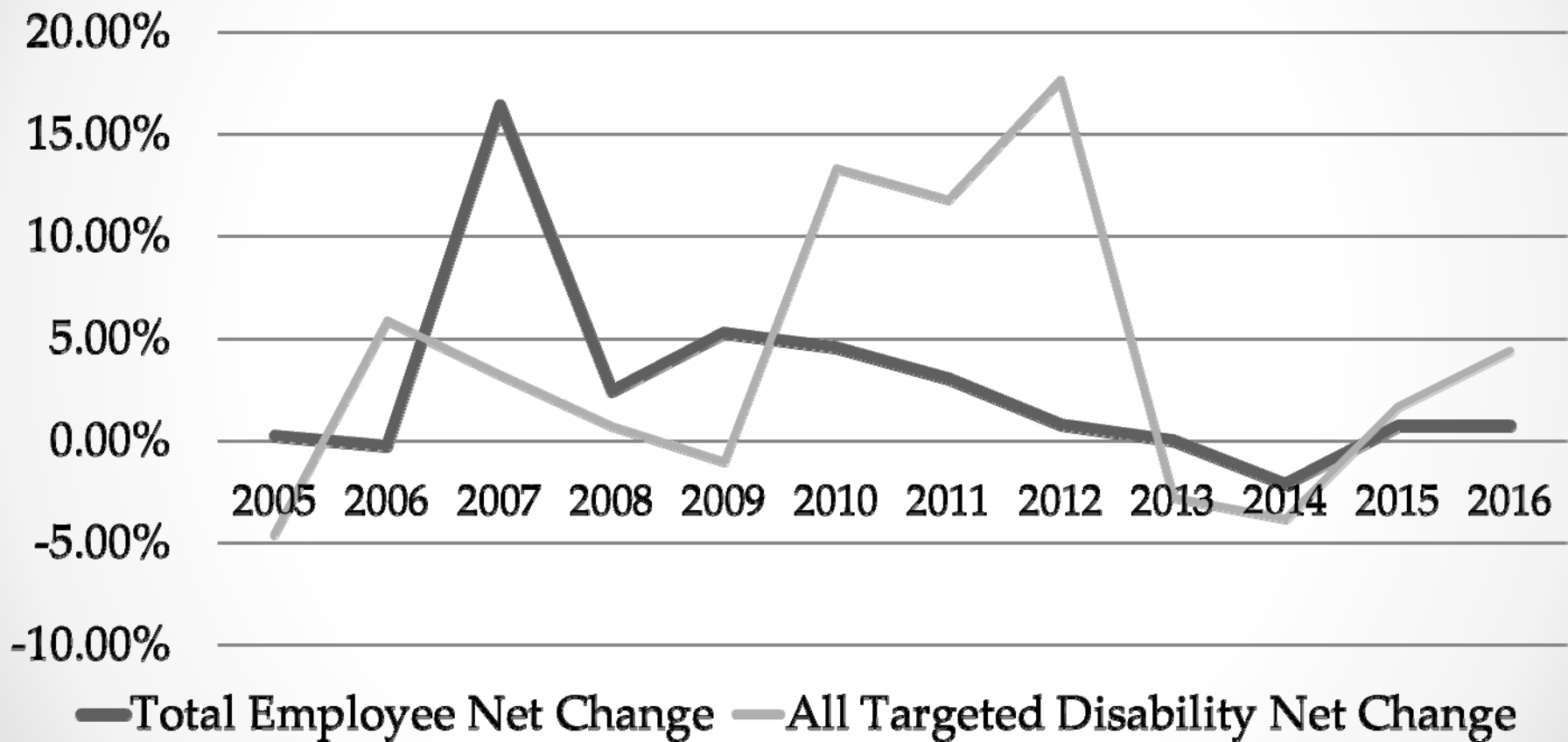


HHS Distribution of Senior Executive Service
by Race and National Origin
as of March 4, 2017



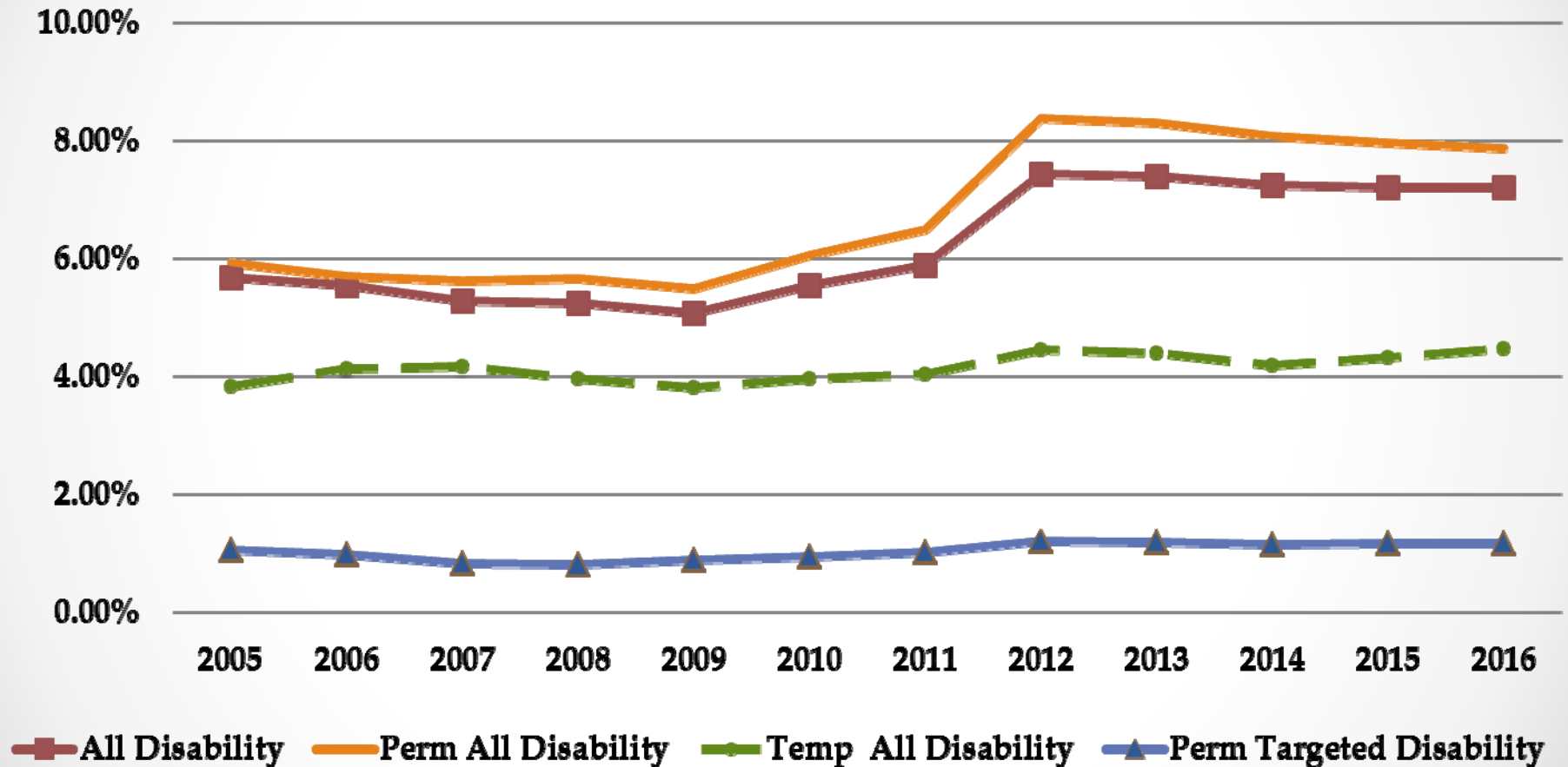
Employees with Targeted Disability

Total Employees with Targeted Disability Workforce Net Change



Employees with Disabilities Employment

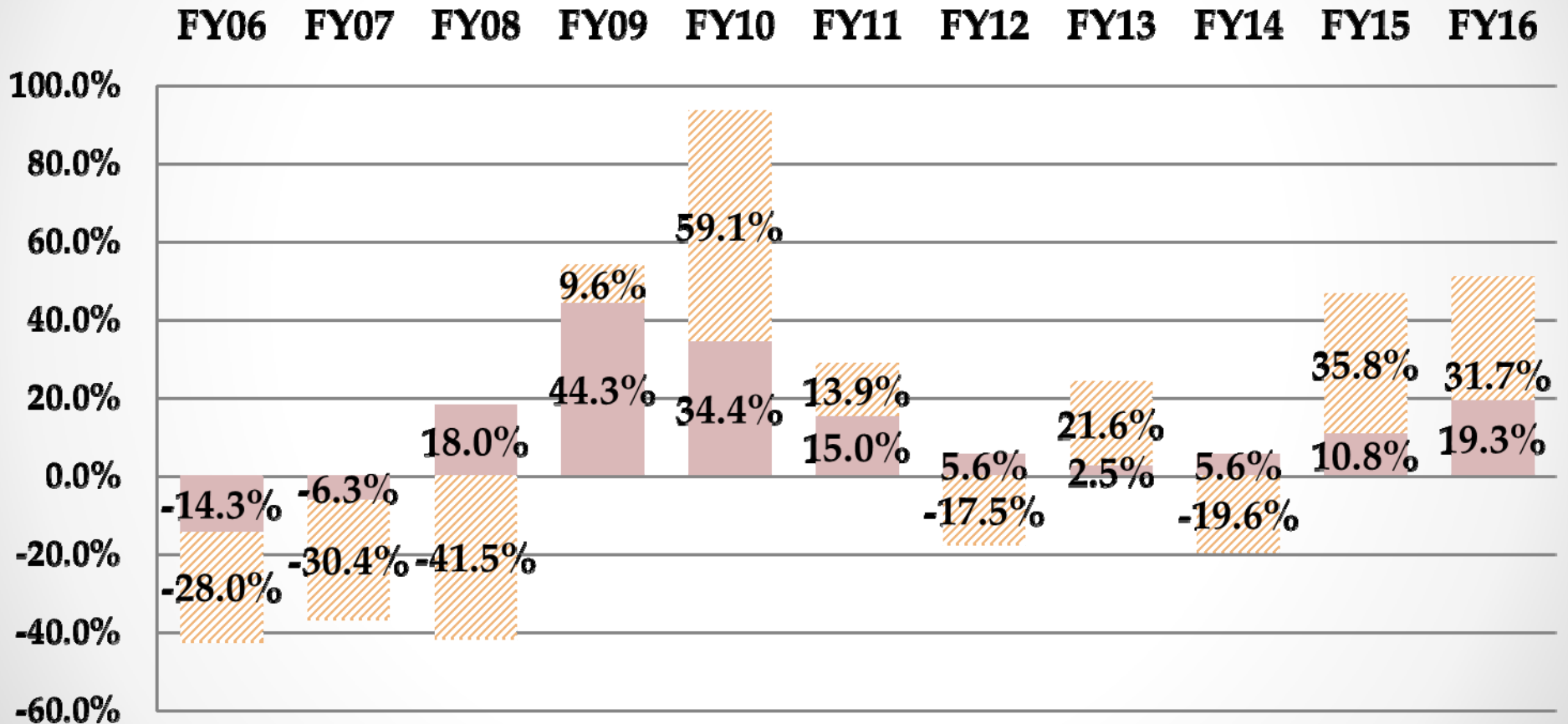
11-Year Trend HHS Employees with Disabilities On-Board



Permanent HHS and Hispanic Gain /Lost

■ HHS Gain/Loss %

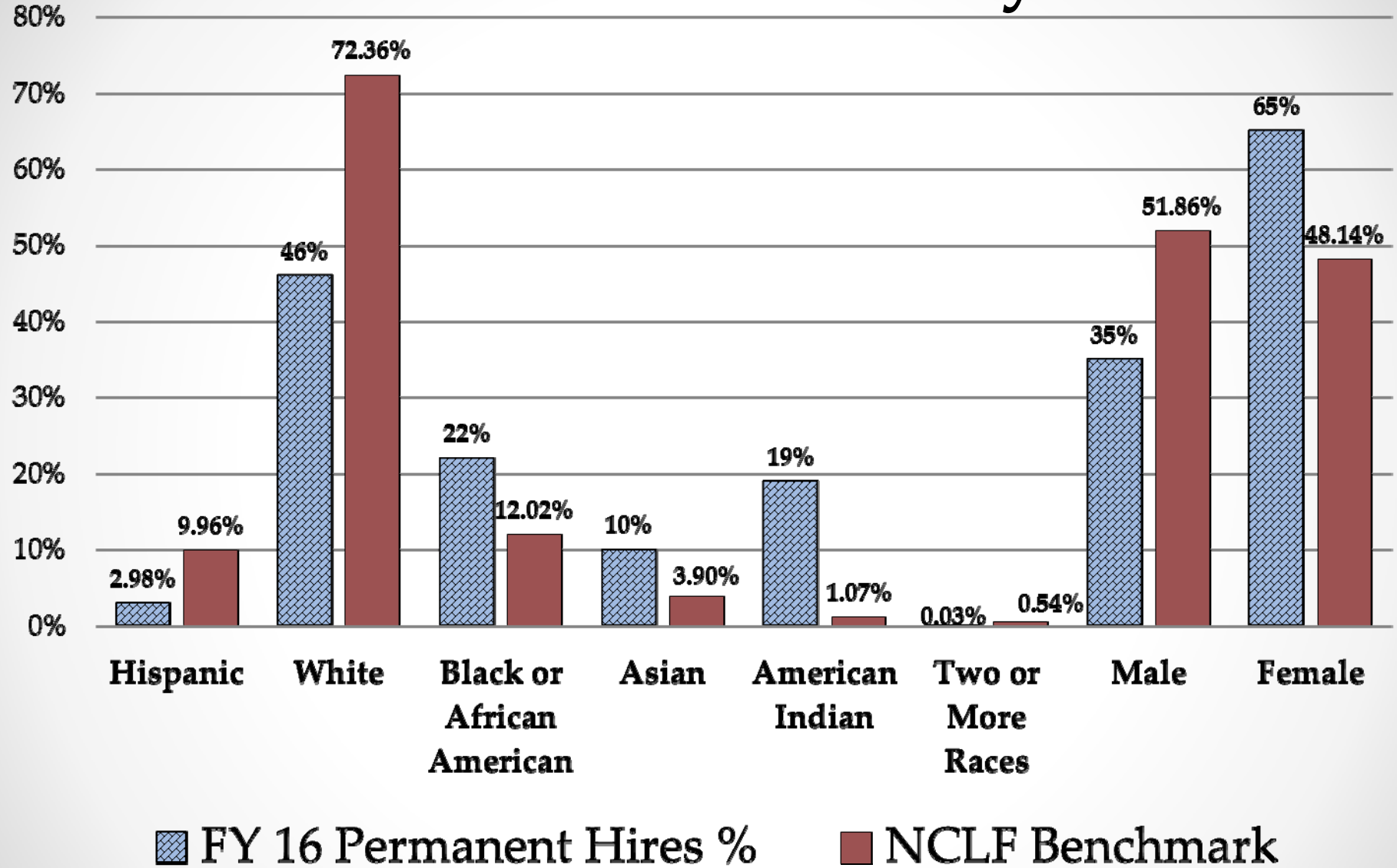
▨ Hisp Gain/Loss %



Special Emphasis

- **People of Hispanic Origin**
- **Individuals with Disabilities**

FY16 HHS Permanent Hires By Race & Sex

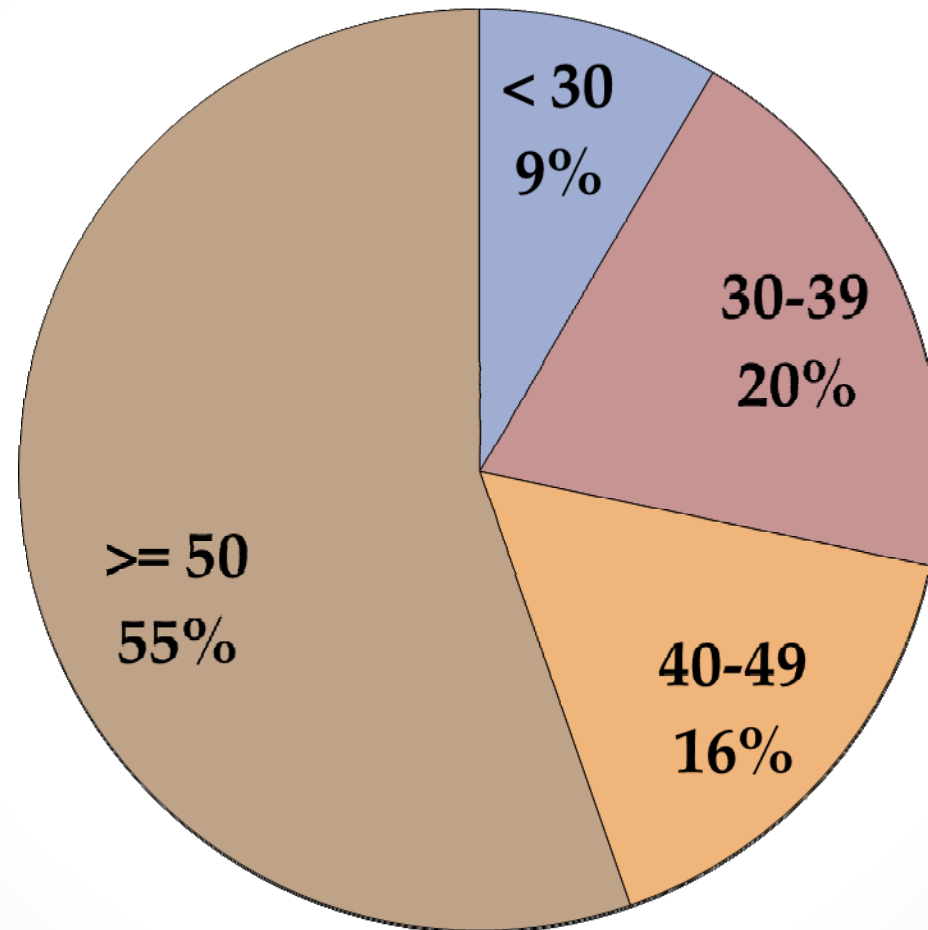


FY16 Hispanic Employment at HHS

- ❑ Less than expected rate of hire (2.98% vs 9.96%).
- ❑ Hired into the 0685 Consumer Safety, 0601 General Health Science and 0401 Biological Science permanent positions at a rate greater or as expected.
- ❑ Represented 11.4 percent of applicants, 10.1 percent of applicants considered qualified and 11 percent of applicants selected.
- ❑ Hispanic applicants (permanent and temporary) were, “as expected” or “greater than expected”, in 9 of the 15 mission critical occupations.
- ❑ Hispanics highest participation rate (4.02) is GS-14.

FY 2016 Separations

FYE 2016 HHS Separations by Age Distribution of Permanent Staff



Separations by Type of Separation – Permanent only

Type of Separation	# or %	Total Employees	Total Male Employees	Total Female Employees	Hispanic or Latino Total	White Total	Black or African American Total	Asian Total	American Indian or Alaska Native Female Total	Two or More Races Total
Voluntary	#	4,748	1,702	3,046	132	2,510	803	282	1,018	3
Voluntary	%	100	35.85	64.15	2.78%	52.86%	16.9%	5.94%	21.44%	0.06%
Involuntary	#	212	86	126	7	60	42	5	98	-
Involuntary	%	100%	40.57%	59.43%	3.30%	28.30%	19.81%	2.36%	46.23%	0.00%
Total Separations	#	4,960	1,788	3,172	139	2,570	845	287	1,116	3
Total Separations	%	100%	36.05%	63.95%	2.80%	51.81%	17.04%	5.79%	22.50%	0.06%
Workforce	#	66,300	23,273	43,027	2,092	13,301	14,623	6,607	10,510	33
Workforce	%	100%	35.10%	64.90%	3.16%	48.92%	22.06%	9.96%	15.85%	0.05%

The separation rates for voluntary and involuntary separations for Whites (**51.8 percent**), American Indians, Alaska Natives (**22.5 percent**), employees with disabilities (**8.37 percent**) and employees with targeted disabilities (**1.89 percent**), were greater than expected, based on their respective on-board participation rates.

The involuntary separations of total females (59.4 percent), Hispanic women (**2.4 percent**), African American females (**7.6 percent**), and American Indians (**46.2 percent**) are greater than expected, based on their respective on-board representation rate. All the other demographic groups were, as expected, based on their respective on-board rate.

Separations by Type of Separation – Permanent only (Continued)

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The percentages of total separated permanent employees' age groups were: **8.5 percent** for employees under 30 years of age; **19.2 percent** for employees between 30 and 39 years of age; **16.4 percent** of employees between 40 and 49 years of age; and **55.3 percent** age 50 and older.

The total separation rate for permanent employees with disabilities (**8.37 percent**) is greater than their on-board rate of **7.87%**.

Forward Path

- Build on the data from the Employee Viewpoint Survey results
- Increase efficiencies in our processes and data quality
- Strategic outreach and recruitment
- Training focused on enhancing skill sets and eliminating employment barriers

Evaluation Survey

The HHS/OHR Diversity & Inclusion Division (D&I) is committed to continuously improving HHS' D&I program and your feedback is important to us. Therefore, we ask you to take a few minutes to complete the online evaluation for this session:

<https://www.surveymonkey.com/r/DaytoDay-State17>

Your feedback is voluntary and completely anonymous and will be used to help plan upcoming Day-to-Day D&I sessions, compile priorities, action items, and/or next steps for the Division.

Thank you for your continued support of our efforts to make diversity and inclusion a reality in HHS.

Point of Contact

Glenn Smith, Jr.

glenn.smith@hhs.gov

(202) 205-1437

Data Analytics Team Lead,

Equal Employment
Opportunity and
Compliance Operations

Assistant Secretary for
Administration