

The logo consists of the letters 'OPM' in a large, bold, white sans-serif font, followed by the words 'NEWS RELEASE' in a smaller, white sans-serif font. The text is set against a dark, textured rectangular background.

FOR IMMEDIATE RELEASE
July 12, 1999

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OPM Director Announces Hispanic Employment Initiative Is Making Headway In the Federal Workforce

CORPUS CHRISTI – U.S. Office of Personnel Management Director Janice R. Lachance today announced that the agency's Hispanic Employment Initiative is making steady progress in improving Hispanic representation in the federal workforce. As a result of OPM's Hispanic Employment Initiative Hispanic representation in the federal workforce has increased by 2,000 Hispanic employees in a little more than a year ago.

Lachance spoke before hundreds of participants at the National Convention of the League of United Latin American Citizens (LULAC) -- the largest and oldest Hispanic organization in the nation -- in Corpus Christi, Texas.

Since OPM's 9-point Hispanic Employment Initiative was launched in September of 1997, the representation of Hispanics in the federal government has increased from 99,064 in September of 1997 to 101,124 employees this March.

Moreover, Hispanic representation in the Senior Executive Service has doubled under President Clinton and Vice President Gore's leadership, from 1.4 percent of all SES employees in 1993 to 2.8 percent this March. It has increased by 30 employees in only six months, from September of 1998 to March this year.

In addition, as a result of OPM's internal 10-point plan which was launched last fall to improve the representation of Hispanics at the agency, this year's hiring of Hispanic applicants has increased to an average of 10 percent of all hires at OPM. The government-wide 9-point plan and the agency's 10-point plan have provided federal agencies with models to improve the representation of Hispanics in the federal workforce.

"We need to continue the course, grasp the momentum to achieve full representation of Hispanics in the federal government," Lachance said.

Since the implementation of OPM's 10-point plan, 85 percent of all OPM job vacancy announcements were posted on OPM's website, at www.usajobs.opm.gov, which provided individuals, with or without federal employment status, with the opportunity to apply for these jobs. This is a significant increase from 35 percent in FY 98.

Although Hispanic representation is improving steadily, Hispanics continue to be the only minority group that is underrepresented in the federal government. Currently, Hispanics

represent 6.4 percent of the federal workforce, but they comprise 10.8 percent of the civilian labor force.

“My commitment is to fulfill President Clinton’s and Vice President Gore’s vision to create a government that looks like America by achieving a fully diverse workforce,” Lachance added.

At the convention, Director Lachance will sign a historic partnership agreement with LULAC President Rick Dovalina. The agreement strengthens OPM’s and LULAC’s commitment to work together to support and improve employment and career development opportunities for Hispanics at all levels of the federal workforce.

The partnership builds on prior agreements with Hispanic organizations, including OPM’s partnership with the Hispanic Association of Colleges and Universities (HACU) to provide Hispanic students with the opportunity to gain work experience in the federal government through paid internships.

Director Lachance also announced that she has made a commitment to sponsor job information/touch screen computer kiosks to ensure that 20 percent of all Hispanic Serving Institutions have kiosks placed at their institutions. The initiative is part of the government-wide Hispanic Employment Initiative. The touch screen computers provide easy access to information on over 10,000 job vacancies in the federal government at any given time. Currently, the kiosks are placed at 27 HACU member locations, including Texas A & M University in Corpus Christi.

The Director announced that the agency will develop a guide on how to retain and promote Hispanics in the federal workforce.

“To ensure the success of the Hispanic Employment Initiative, we need to focus on hiring, retention, training and promotion of Hispanic employees, especially from mid-level to senior level positions in government,” Lachance concluded.

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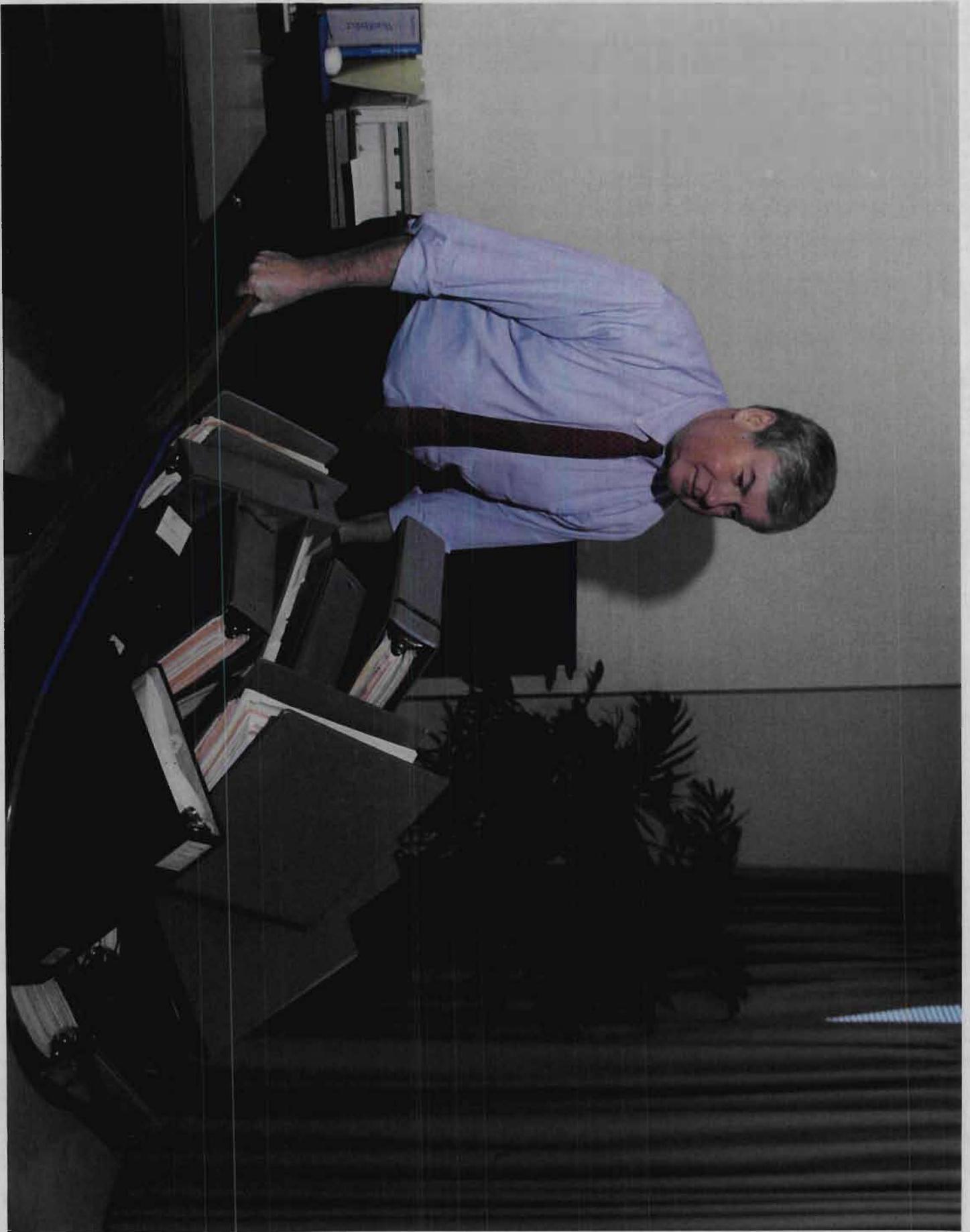
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Web page created 14 July 1999



Sept. 15, 1999
Sec. of Energy Bill Richardson
recognizes Hispanic Employment
Initiative efforts.

L to R - Richardson, Lachance, Bob
Francis, Armando Rodriguez, Federico
Perez-Molina, John Sepulveda



July, 1994

OPM Director Jim King
carries out discontinued copies
of the Federal Personnel
Manual.

The logo consists of the letters "OPM" in a large, bold, sans-serif font, followed by the words "NEWS RELEASE" in a smaller, all-caps, sans-serif font. The entire logo is set against a dark, textured rectangular background.

FOR IMMEDIATE RELEASE
July 13, 1994

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**VICE PRESIDENT AND OPM DIRECTOR HONOR EMPLOYEE
WITH HAMMER AWARD**

Washington, D.C. -- Vice President Al Gore today joined U.S. Office of Personnel Management Director Jim King in presenting a Hammer Award to Christopher Patterson, a member of OPM's Staffing Automation Development Team which rid the federal government of red tape and wasteful spending, while improving service to the American taxpayer.

Ms. Merino, an employee in OPM's Philadelphia Service Center in Philadelphia, Pennsylvania, was given the award for her help in fulfilling the Administration's pledge to the American public of making government work better and cost less. Accomplishments of the Staffing Automation Development Team laid to rest the conventional wisdom of management gurus who said it couldn't be done.

"In one of the new customer-driven systems, the federal job applicant simply marks a multiple choice form that is scanned into the computer," said Vice President Gore. "Another innovation from the Staffing Automation Development Team makes it simple to find and apply for any nursing job in the government. Just dial 1-800-800-USRN. It is one of the most intelligently designed, customer-friendly automated phone systems anywhere."

Other Hammer Awards were given to employee teams for their accomplishments in abolishing outdated and over-regulating rules of the 10,000-page Federal Personnel Manual; developing and implementing buyout legislation for Executive Branch employees; producing and transmitting satellite broadcasts for human resources professionals; and, developing automated system that screen and rate job applications thereby improving the process by which agencies get referral of qualified job applicants.

In addition, a Hammer Award was presented to the National Partnership Council for its historic and unprecedented success in laying the foundation for labor-management partnerships in federal agencies.

Quotes to use from the VP:

FPM Sunset: "The FPM was colossal. Ten thousand pages. Webster's unabridged dictionary runs (only) 2,000 pages. And because it (the FPM) was so big, nobody really knew what all was in it. Any government agency that needs to get rid of reams of ridiculous rules in a hurry--and what agency doesn't--should come and see how you did it."

SF-171: "Filling out a government job applications, the formidable 'SF-171' use to be enough to discourage a lot of people. It served as a shield, deflecting many energetic, results-oriented young people way from careers in government. That is not what your customers wanted. So, the 171 goes in the dumpster."

Buyout legislation: "In the old days, costly months would have elapsed while the OPM staff drafted implementing directives, got agency and maybe public comments, then published rigid, formal rules. But, the Buyout Team did things a new way. While Congress was at work over the buyout legislation, OPM's Buyout Team was preparing the agencies to act just on the basis of the law, with no need for implementing regulations. Once the law was enacted, the agencies were ready to go, and they had the flexibility they needed to apply the law to their specific situations."

Satellite broadcasts: "The satellite broadcasts, hosted by agencies like Defense, Agriculture, and Transportation, are sharing information on labor-management partnerships, automation of personnel systems and the new role of the federal manager. This is clearly a situation where the medium is the message. No more rule books handed down from the experts on top."

Automated Systems: "One of the results your customers want is a large pool of well-qualified candidates to hire from. That means you need to let the public know about all the jobs that are available, get lots of people to apply, and then quickly and efficiently screen the applications to find those who are well-qualified. The Career America system lets anyone with a touch-tone phone or a personal computer and modem find out about nearly any job available in the entire government. It's easy to use and it's up and running seven days a week."

- End -

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Web page created 2 December 1997




To the FPM Summit
Team -
Thanks for building a
government that
works better and costs
less!
Al Sore

July, 1994

OPM Hammer Award to
Abolish the Federal
Personnel Manual.

NLCP TRANSFER SHEET

Transfer from [box #, collection/series, folder title]:

Clinton Administration History Project; OPM – Photographs [OA 24110]

Transferred to:

 X : Audiovisual Collection
 : Book Collection
 : Museum Collection
 : Other—Specify

Media/Description: one 8 ½” X 10 ½” color photo of President Clinton signing bill – Long Term Care for America’s Families

Transferred by J. Purvis

Date: October 6, 2004

New Location: _____

New Box Number: _____



LONG TERM CARE FOR AMERICA'S FAMILIES

U. S. Office of Personnel Management

Director Lachance in Action



Addressing employees at the Retirement Operations Center in Boyers, Pennsylvania.

- [Donating a Federal Job Information Touch Screen Computer Kiosk to the Albuquerque Technical Vocational Institute \(TVI\)](#)
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Page updated 14 January 2000

OPM DIRECTOR DONATES FEDERAL JOB INFORMATION COMPUTER KIOSK TO ALBUQUERQUE TECHNICAL VOCATIONAL INSTITUTE



Lachance Speaks at the
Technical Vocational Institute



Kiosk Donated to the
Albuquerque Technical Vocational
Institute



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