

ARMANDO E. RODRIGUEZ

PROFESSIONAL BIOGRAPHY

On October 15, 2009, Armando E. Rodriguez became the new Chair of the National Council of Hispanic Employment Program Managers. He is a proven advocate and change agent with expertise in defining organizational responsibilities in addressing the workplace needs of Hispanic Americans and a Champion of Diversity throughout the federal government.

During his 28 years with various federal departments and agencies, Armando's career has taken him from a summer intern position to the Senior Executive Service. He has worked in various federal departments and agencies, including the Department of Energy, Department of Defense, Department of Veteran's Affairs, Office of Personnel Management, Department of Transportation, Commission on Civil Rights, and the Department of Health, Education, and Welfare.

Armando implemented countless improvements that redirected federal efforts in the area of affirmative employment. For example, under his direction the Federal Equal Opportunity Recruitment Program (FEORP) and the Disabled Veterans Affirmative Action Program (DVAAP) annual reports to Congress were reinvented to serve as workforce planning and analysis tools. Those reports went from being long narratives that no one read to reports with graphs and tables depicting the status of workforce representation by federal departments and agencies. It was in the new FEORP Report to Congress that the federal government officially used the term underrepresentation for the very first time. Armando also created Work Force Statistical Profiles illustrating the impact of employment programs and practices throughout the federal government, conceptualized and implemented a Work Force Planning and Analysis System, created the Guide for Recruiting and Retaining Women in the Federal Government, and created the Model Plan and Guide on the Employment of Persons with Disabilities. Armando is the author of the Hispanic Employment Program 9 Point Plan and contributed to the authorship of the Executive Order 13171 on Hispanic Employment. He also co-authored the Report to the President's Management Council on Hispanic Employment.

He has received numerous awards and recognition for his service to the community including Hispanic Engineer's - Top 50 Hispanics in Technology & Business, National Hispanic Heritage Leadership Award, Federal Asian Pacific American Council - Leadership Service Award, and National Association of Hispanic Federal Executives - President's Award.

Armando is an alumnus of **APEX**, Department of Defense and **Leadership in a Democratic Society**, Federal Executive Institute. He received his MA from Central Michigan University, BS from West Texas State University, and AS from Central Texas College. He resides in Arlington, VA and has two daughters, Amanda Elaine and Charlotte Isabel.

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