

HEPM Core Functions

Overall

Serve as an organization's primary advisor and subject matter expert on Hispanic employment.

Outreach and Recruitment

- ◆ Identify opportunities
- ◆ Identify target areas
- ◆ Identify and recommend outreach activities
- ◆ Monitor, evaluate, develop, and participate in Hispanic outreach and recruitment activities

Retention

- ◆ Analysis and Research
 - Conduct workforce demographic analysis
 - Monitor exit and mobility trends
 - Conduct research and studies
- ◆ Workplace Issues
 - Language
 - Benefits
 - Workplace environment
 - Benchmarking

Development

- ◆ Identification of high potential employees.
- ◆ Assist employees and employers with career planning and development actions.
- ◆ Help identify internal and external learning opportunities and institutions.