

## **Overview**

### **National Council of Hispanic Employment Program**

#### **PURPOSE**

Provide an open educational forum to ensure that Federal Government's Departments, Agencies, and Hispanic Employment Program Managers successfully implement programs and personnel management policies aimed to improve the recruitment, employment, education, career advancement, and retention of Hispanic Americans in the Federal Government.

Develop partnerships with organizations in the public, private, and non-profit sectors on issues relating to the elimination of barriers to equal access and opportunity, to identify opportunities for innovation, and to find common ground, which can be pursued together for the benefit of the Hispanic community.

Network and share information and resources to increase collaborative efforts of agency HEPMs among one another and within their own agencies.

Promote public service as a professional career.

#### **OBJECTIVES**

Assist the United States Government in promoting and establishing an effective, full, and equitable representation of Hispanic Americans in its work force.

Promote a better understanding of, and to seek solutions for the particular problems of Hispanic Americans in the Federal work force.

Assist the United States Government in better serving the national community of Hispanic Americans.

Promote the career development and advancement of Hispanic Americans working in the Federal sector.

Promote a better understanding of Hispanic Americans' history, culture, and heritage.

### **Strategic Focus: Education**

- ◆ Ensure that prospective Hispanic applicants are aware of Federal Government as an employer of choice and of the opportunities for Hispanics in federal service
- ◆ Ensure that Hispanic employees are fully developed and prepared to assume positions of greater responsibility.
- ◆ Ensure that the Federal Government is aware of the culture, concerns, and issues of its Hispanic employees and the Hispanic community it serves.

### **Strategic focus: Partnerships**

- ◆ Establish cooperative relationships with both internal and external organizations in order to respond to the mission and goals of the Federal Government.
- ◆ Ensure that Hispanic employment goals and objectives are fully integrated in strategic planning.

### **Strategic focus: Communication**

- ◆ Communicate the activities and initiatives of Hispanic Employment Program Managers and others dedicated to addressing Hispanic employment issues in the federal sector, throughout the federal Government and to external organizations.
- ◆ Create the image of the Federal Government as the premier employer of choice for all demographic groups.