Section I
## STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?

Hispanic employee participation continues to fall significantly below the Civilian Labor Force statistic. The hiring rate for Hispanic employees is lower than all other employees hired.

## BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

An analysis of NIFA workforce data Table 1A indicated that Hispanic participation in the workforce is 4.16 percent which is significantly below the Civilian Labor force of 9.96 percent. An analysis of the hiring rates in Table A8 also indicated that Hispanic employees are hired a lower rate than all other groups in the workforce.

## Statement of Identified Barrier:

Hispanic employees have a low participation employment rate compared to other minority groups. Hispanic employees are being hired at a low rate in the permanent workforce.

## OBJECTIVE:

Conduct a barrier analysis of the Occupational Series 0401, 1109, and 0101 for Hispanic participation. Develop a plan to eliminate, when possible, any identified barriers found.

## RESPONSIBLE OFFICIAL:

EEO Director, HR Director, NIFA Managers,

## DATE OBJECTIVE INITIATED:

06/10/2016

## TARGET DATE FOR COMPLETION OF OBJECTIVE:

09/30/2020

## PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

NIFA Plans to partner with Hispanic Serving Institutions and entities such as the Hispanic Association of Colleges and Universities (HACU), in addition to increasing recruitment efforts at HACU and with The Thurgood Marshall College Fund.

## REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Hispanic SEPM has been working with NIFA’s Diversity and Inclusion Group, NIFA managers, and partnering with the Department’s SEPM to address low participation of Hispanics. The EEO Office provides policy and guidance regarding non-discrimination based on national origin in addition to race, and gender.