



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

DEPARTMENT OF ENERGY PLAN

Background

As of September 30, 2010, Asian Americans and Pacific Islanders represented five percent of the total DOE workforce, .02 percent above the Relevant Civilian Labor Force, whose representation of Asian Americans is 4.8 percent. Asian men and women are equally represented at six percent of the employees in GS13/14/15 levels. Asian Americans represent 3.7 percent of the Senior Executive Service, 2.2 percent are women and 1.5 percent are men.

When analyzing diversity data of our Federal interns, Asians are more highly represented. Asian Americans/Pacific Islanders comprise of 6.5 percent of the Federal interns hired from FY05–FY10. Of Asian American interns hired at the GS-11 pay scale, 80 percent were male, and of those hired at the GS-12, 100 percent were male.

Targeted recruitment efforts are needed to increase representation of all women minority groups, including Asian American women who qualify at the GS-11 and GS-12 levels.

The Federal Data Procurement System and the DOE’s “Information Data Warehouse” capture small business awards to Asian Pacific American business (\$36.2 million in Recovery Awards) and Sub-Continent Asian American (\$11.9 million in Recovery Awards). While this data is comparable to other socio-economic business categories, more effort is needed to ensure that Asian American businesses are able to maximize opportunities available to small businesses.

Recruitment Strategies

1. Increase outreach efforts to Asian American and Pacific Islander academic institutions to promote entry-level employment opportunities. This can be accomplished through the Pathways Program, and the Student Educational Employment Programs, such as the Federal Career Intern Program, Student Career Experience Program, Student Temporary Employment Program, and Presidential Management Fellows Program. On December 27, 2010, Executive Order 13562 established the Career Pathways Program, which replaced the Student Educational Employment Program, and revoked the Federal Career Intern Program, both effective March 1, 2011.

As a result, the Department of Energy (DOE) will use new hiring authorities established under the new program. DOE will continue to use the Minority Educational Institutional Student Partnership Program and the DOE Scholars Program to attract new student talent.

- Partner with at least three Asian Pacific Islander affinity groups, such as the Federal Asian Pacific American Council, Asian American Government Executives Network, and the Asian MBA Alliance Partners, to promote employment opportunities at GS-11 to GS-13 levels.

Business Strategies

- Increase business opportunities to Asian American and Native Pacific Islander businesses by increasing outreach to these businesses at conferences, Business Opportunity Sessions, seminars, and workshops.
- Ensure that Asian American and Native Pacific Islander small business groups are included in source lists for solicitations; and
- Seek to include these firms in DOE initiatives, i.e., Mentor-Protégé Program.

Department/Agency: Department of Energy

HPPG or Program Goal 1: Recruitment Strategies

Objective 1.1 (specific to AAPIs): Increase outreach efforts to Asian American and Native Pacific Islander academic institutions to promote entry-level employment opportunities such as the:

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Student Educational Employment Programs	Until integrated with the new internship program as outlined in E.O. 13562	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities for all students.
2. Federal Career Intern Program	Until March 1, 2011.	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities.
3. Student Career Experience Program	Until integrated with the new internship program as outlined in E.O. 13562	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities for all students.
4. Student Temporary Employment Program	Until integrated with the new internship program as outlined in E.O. 13562	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities for all students.
5. Presidential Management Fellows Program	On-going	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities.
6. DOE Scholars Program	On-going	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities for all students.

7. Minority Educational Institutional Student Partnership Program	On-going	Office of Economic Impact and Diversity (ED)	Promote entry-level employment opportunities for all students.
8. Pathways Program	After March 1, 2011 per E.O. 13562	Office of the Chief Human Capital Officer (OCHCO)	Promote entry-level employment opportunities for all students.

Objective 1.2 (specific to AAPIs): Partner with at least three Asian Pacific Islander affinity groups to promote employment opportunities at GS-11 to GS-13 level.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Federal Asian Pacific American Council (FAPAC)	Q2FY11	Office of the Chief Human Capital Officer (OCHCO)	Collaborate with organizations and share employment opportunities to gain interest in jobs at the GS-11 and GS-12 levels.
2. Asian American Government Executives Network (AAGEN)	Q2FY11	Office of the Chief Human Capital Officer (OCHCO)	Collaborate with organizations and share employment opportunities to gain interest in jobs at the GS-11 and GS-12 levels.
3. Asian MBA Alliance Partners	Q2FY11	Office of the Chief Human Capital Officer (OCHCO)	Collaborate with organizations and share employment opportunities to gain interest in jobs at the GS-11 and GS-12 levels.

Objective 1.3 (specific to AAPIs): Increase outreach and small business opportunities.

1. Perform outreach with additional Asian small business associations that currently participate in activities of the US Pan Asian Chamber of Commerce.	FY 2011 and beyond	Office of Economic Impact and Diversity (ED); Office of Small and Disadvantaged Business Utilization	Asian American and Pacific Islanders bidding on and receiving DOE and DOE-related contracts.
2. Select areas of high Asian American populations where there are DOE and M&O offices and facilities, ensure that Asian Americans are included in source lists and receive/be notified of solicitations. The DOE and M&O offices will establish partnerships with Asian American organizations in their areas.	On going	Office of Economic Impact and Diversity (ED); Office of Small and Disadvantaged Business Utilization	More Asian American businesses participating and DOE contract and subcontract opportunities.

<p>3. Work with DOE offices to determine if there are Asian American Business Initiatives with which ED can assist.</p>	<p>Ongoing</p>	<p>Office of Economic Impact and Diversity (ED); Office of Small and Disadvantaged Business Utilization</p>	<p>To increase Asian American business opportunities in the Department.</p>
---	----------------	---	---