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## **HEP Initiative Update FY06**

### **1. Community Outreach**

- Supporting and implementing the White House Initiative on Educational Excellence for Hispanic Americans.
- Providing information on Federal employment opportunities to students, faculty, and the Hispanic community.
- Promoting your agency/the Federal Government as "Employer of Choice."

Each special emphasis program manager has adopted an area high school to focus outreach efforts of the minority student population. High school career advisors and the BLM-Alaska have agreed to partner our efforts to improve career opportunities for (minority) students, as well as diversification of the federal workforce. The BLM-Alaska conducts an annual visit to an area high school to present and explain BLM's Student Educational Employment Program (SEEP) to student audience; answer questions about federal government benefits, as well as the benefit of working for the Bureau of Land Management. Traditionally, we invite 2-3 BLM resource professionals, e.g. archaeologist, cadastral surveyor, etc. to introduce students to careers in natural resource management.

### **2. Recruitment**

- Using student educational employment programs and internships (e.g. Student Career Experience Program, Student Temporary Employment Program, Federal Career Intern Program) to improve the pipeline of diverse candidates for entry-level positions.

**BLM-ALASKA**  
**HEP Initiatives Update**  
**FY06**

---

- Using the Presidential Management Fellows (PMF) Program for recruiting and advancing graduate and professional school graduates, including Hispanics and other traditionally underrepresented community members.
- Participating in intern programs to recruit new talent directly (e.g., Hispanic Association of Colleges and Universities (HACU) Internship Program).

The BLM-Alaska has employed a full-time Student Educational Employment Program (SEEP) Coordinator/State Recruiter, with responsibility for all special emphasis programs, to dedicate efforts toward improving the diversity of its workforce. The SEEP Coordinator/State Recruiter is a permanent representative on the recruitment strategy team for every vacancy announcement for the state. Her role is to ensure the most effective methods are considered for the improving the diversity of the candidate pool, e.g. minority serving organizations, etc. She or special emphasis program managers attends minority recruitment conferences, such as MANRRS (Minorities in Agriculture in Natural Resources and Related Sciences), HACU (Hispanic Association of Colleges and Universities), IMAGE, etc. in yet another effort to recruit quality minority student candidates.

### **3. Career Development**

- Promoting participation of all employees in management, leadership and career development programs.
- Developing mentoring programs to motivate young people to pursue higher education and careers with the Federal Government.

The BLM-Alaska has implemented an excellent formal mentor program. The program takes an analytical approach to making mentor/mentee matches taking into consideration diversity affiliation, i.e. gender, RNO, education, culture, etc., to boost the opportunity for a successful match.

The BLM's Student Educational Employment Program (SEEP), on the other hand, requires SEEP students to be matched mentors to engage in formal relationship. An annual orientation is held at our National Training Center (Phoenix) where pairs go through training on successful mentor/mentee relationships, career development, bureau culture, national and state agency goals and objectives, etc.

### **4. Accountability**

- Promoting accountability of managers and executives to produce results in hiring decisions. This may include the development of performance plans for senior executives, managers, and supervisors that include specific, measurable accomplishments, as well as monitoring, accountability, and reward systems.

**BLM-ALASKA**  
**HEP Initiatives Update**  
**FY06**

---

- Establishing appropriate agency diversity advisory councils that include Hispanic Employment Program Managers.
- Ensuring that agency managers and supervisors receive periodic diversity training to carry out their responsibilities to maintain a diverse workforce.

The Bureau of Land Management's managers and supervisors having a mandatory critical performance element included as a part of their annual performance evaluation, which addresses their responsibility and support of equal employment opportunity and diversity initiatives. The BLM-Alaska Equal Employment Office assisted the executive leadership by identifying ways in which to met and exceed the critical performance element.

Even though only three of the six special emphasis programs are mandated by Executive Order to be establish at all federal agencies, the BLM-Alaska has established SEP's for all special emphasis areas, i.e. Women, Hispanic, Black, Asian American/Pacific Islander, American Indian/Alaska Native, as well as People w/ Disabilities. These SEP's provide assistance to the agency's diversity initiatives by networking, establishing partnerships with minority serving institutions and organizations, recruitment, education, acting as an advisor to management, as well as the elimination of misconceptions and stereotypes.

Annually, the BLM-Alaska ensures its managers/supervisors (4 hours) and employees (2 hours) are required to complete equal employment opportunity and/or diversity training.