

# Increasing employment opportunities in Washington state government



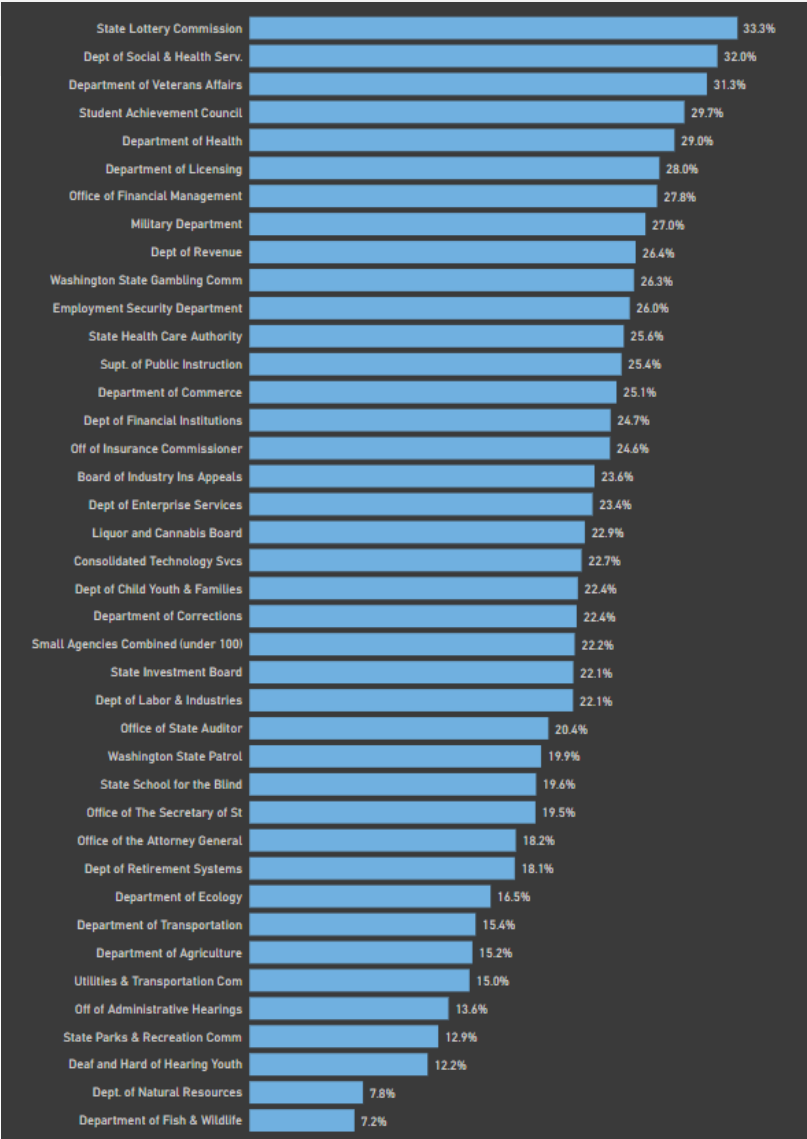
Office of Financial Management  
Working together for the equitable future of every Washingtonian.

## **Executive Order**

"...achieving equity and diversity within state agencies requires a comprehensive approach to recruitment and hiring that identifies and eliminates barriers to employment and institutional discrimination."

1. Hiring System Standardization and Reporting
2. Improving Access to State Employment
3. Improving Washington State Government's Equity Competency
4. Pay Equity

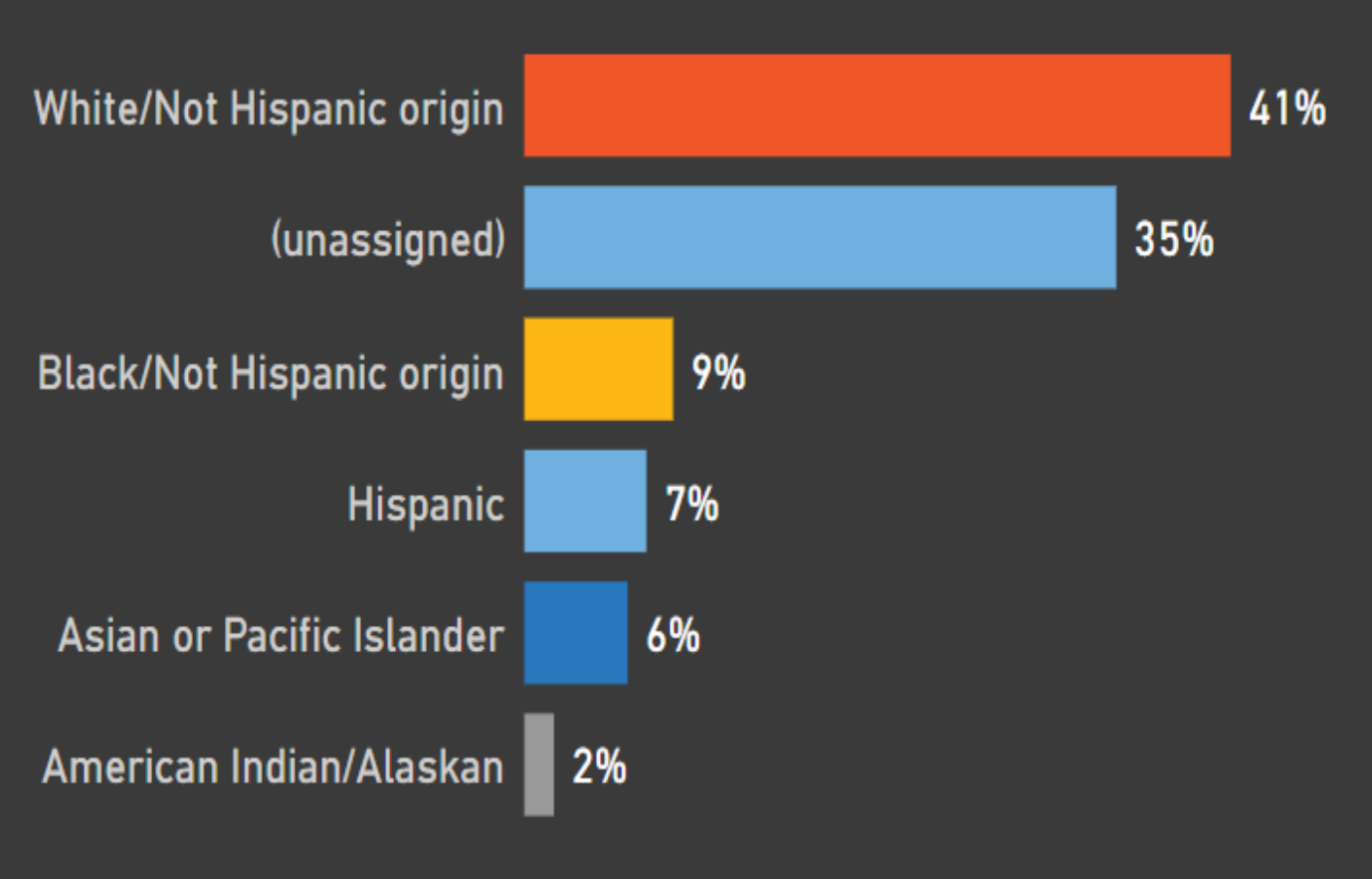
# People of Color by Agency



✓ **34.2%** of the State of Washington's labor force are People of Color

✓ Does your workforce reflect the people you serve?

# New Hires



✓ **24%** of New Hires in June of 2024 were People of Color  
✓ What is the diversity of your “unassigned” employees?

# Outcomes

*“OFM SHR will track demographic data to understand where specific communities are being systematically excluded through the recruitment process to identify and implement recruitment process improvements.”*

# On-Line Recruiting System Data

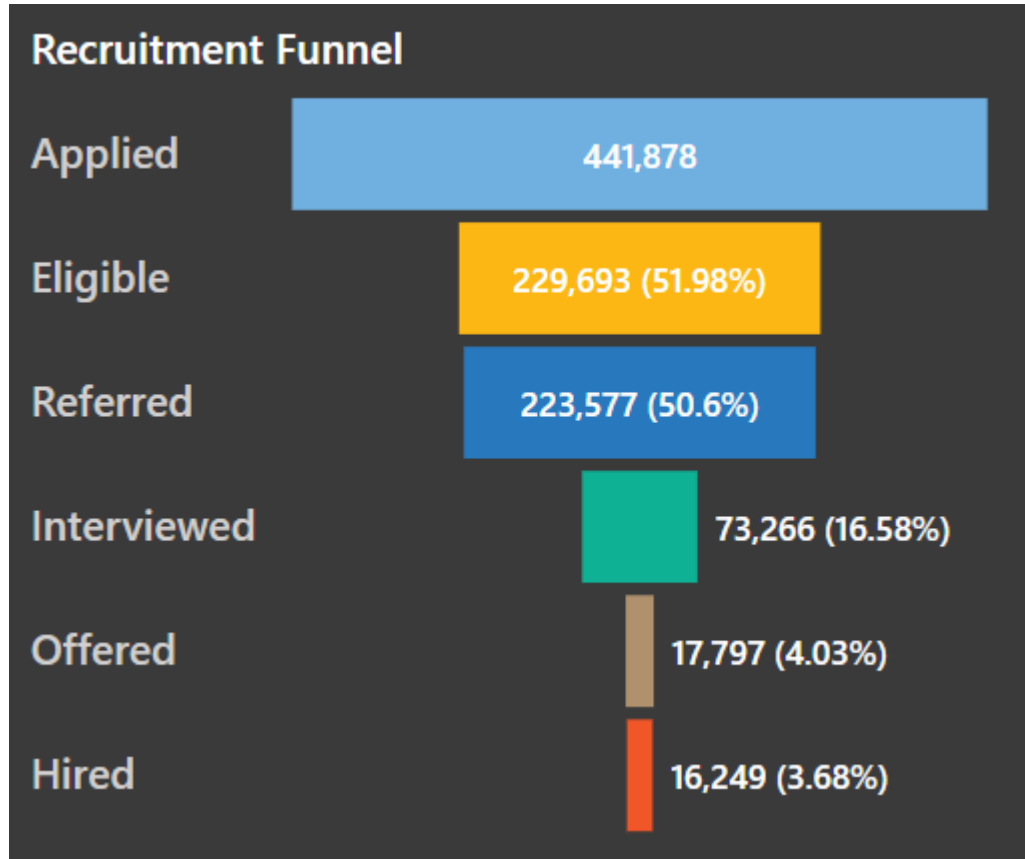
## Percentage of Candidates By Ethnicity - Enterprise

July 01, 2023 - June 30, 2024

Ethnicity	Applied	Eligible	Referred	Interviewed	Offered	Hired
White	243260 (55%)	129363 (56%)	125805 (56%)	42834 (58%)	10725 (60%)	9818 (60%)
Two or more races	50254 (11%)	26193 (11%)	25527 (11%)	8137 (11%)	1880 (11%)	1722 (11%)
Asian	47347 (11%)	21087 (9.2%)	20326 (9.1%)	5625 (7.7%)	1105 (6.2%)	994 (6.1%)
Black or African ...	45932 (10%)	25873 (11%)	25461 (11%)	8316 (11%)	1813 (10%)	1658 (10%)
Hispanic or Latino	34937 (7.9%)	17649 (7.7%)	17177 (7.7%)	5492 (7.5%)	1569 (8.8%)	1410 (8.7%)
Not Answered	9146 (2.1%)	3921 (1.7%)	3803 (1.7%)	1057 (1.4%)	347 (1.9%)	319 (2%)
Native Hawaiian ...	6065 (1.4%)	3052 (1.3%)	2990 (1.3%)	956 (1.3%)	195 (1.1%)	178 (1.1%)
American Indian ...	4652 (1.1%)	2453 (1.1%)	2388 (1.1%)	829 (1.1%)	161 (0.9%)	148 (0.9%)
Middle Eastern o...	285 (0.1%)	102 (0.04%)	100 (0.04%)	20 (0.03%)	2 (0.01%)	2 (0.01%)

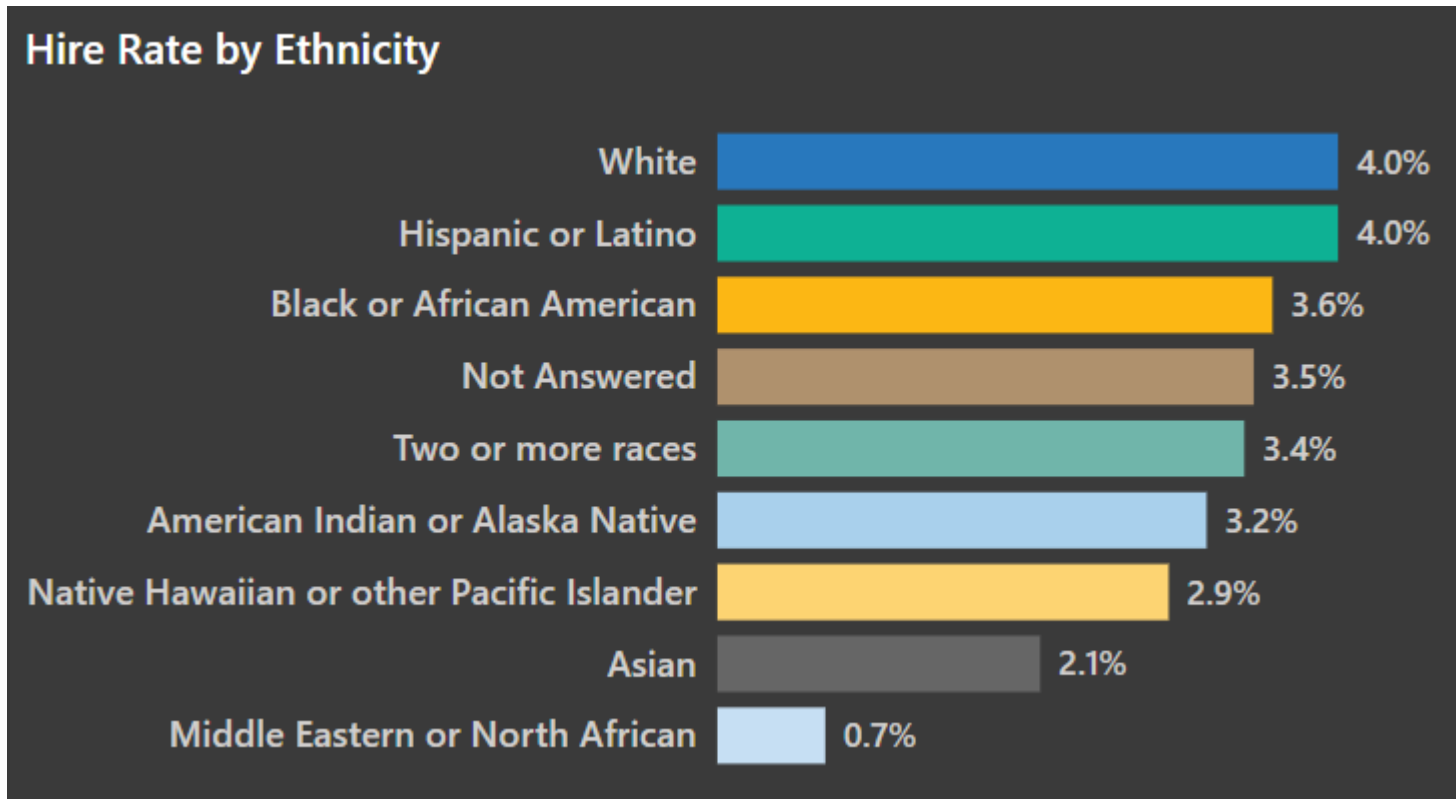
*If you don't see this dashboard in the OLRs, request access by sending a help desk ticket to:  
<https://desitsupport4u.des.wa.gov.wa.gov>*

# What we see in the data



- ✓ Over 441,000 applicants.
- ✓ What about the 207,000 referred candidates who were not hired? What other jobs might they qualify for?
- ✓ Will the removal of degrees increase percentage of eligible and therefore candidate pools?
- ✓ Why did 1,548 applicants turn down the job offer?

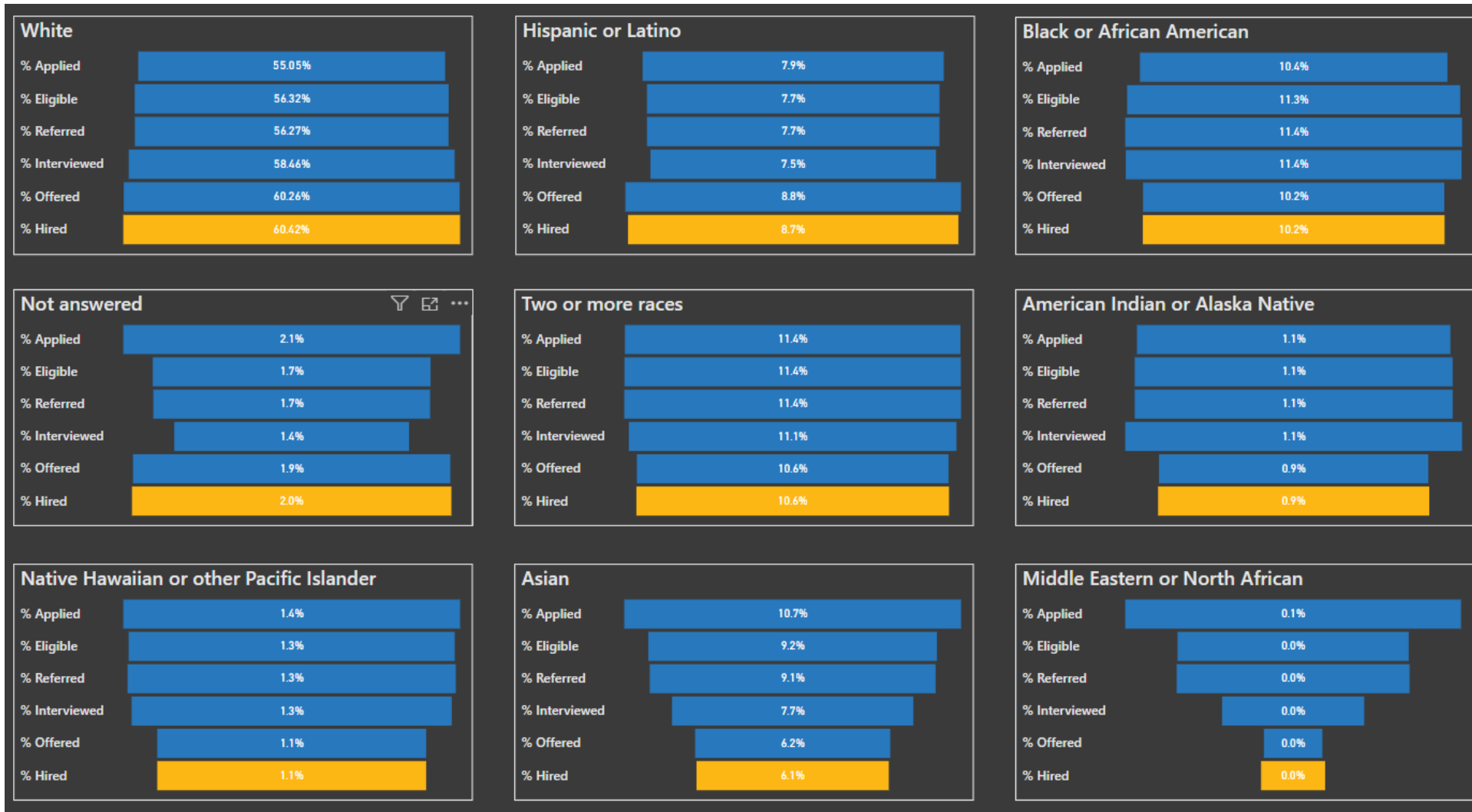
# What we see in the data



✓ Why is the hire rate for Asians so much lower than for other ethnicities?



# Data tells stories



- ✓ For each step, the percentage of white candidates increased.
- ✓ For each step, the percentage of Asian and Middle Eastern candidates decreased dramatically.

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