



U.S. DEPARTMENT OF
ENERGY



NNSA-Wide

Fiscal Year 2012 Year-End Workforce Diversity

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Welcome from the Equal Employment Opportunity Manager

Twice each year, it is the responsibility of the Office of Civil Rights (OCR) to inform our management, employees, and interested communities of the workforce diversity within NNSA.

The mid-year report is a two-page snap shot of our Agency. This Year-End Report is much more comprehensive, including data by race and gender on hires, promotions, and separations (by reason). Should you need different information, or a display of workforce diversity information in a different format, please give our office a call. As a customer service, we respond to special request report formats throughout the year.

In addition to the workforce diversity reports, the OCR has many responsibilities, and our contact information and program functions is included above. Finally, suggestions for the improvement of this report are welcome; please give our office a call to make recommendations or comments.

Debra Parrish
EEO Manager
Office of Civil Rights
NA-1.2

OCR Functions:

- ▶ Technical advisory services for managers, supervisors, and employees
- ▶ Discrimination complaints program management
- ▶ Alternative Dispute Resolution Program (Mediation)
- ▶ EEO Counselor Program
- ▶ Affirmative Employment Program
- ▶ Workforce diversity statistics and reports
 - Semi-annual diversity reports
 - Year-End diversity reports
 - MD-715 Report to the Equal Employment Opportunity Commission
 - Disabled Veterans Affirmative Action Program
 - Federal Equal Opportunity Recruitment Program and Relevant Hispanic Employment Plan
 - Special report requests from NNSA
- ▶ EEO training, education, and briefings
- ▶ EEO administrative support to NNSA, DOE, & EEOC

NA-1.2 Office of Civil Rights (OCR) - Albuquerque Complex:

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Equal Employment Opportunity: Collaborating for Mission Success

NNSA FY 2012 Workforce Diversity Executive Summary

The findings of the 2012 report indicate that the workforce decreased over the prior year by 2.99%, from 2741 employees in 2011 to 2659 in 2012. Decreases in both total males, from 1783 in 2011 to 1733 in 2012 and total females, 958 in 2011 to 926 in 2012.

Pay Plans and Occupational Categories

Increases in pay plan participation in FY 2012 over FY 2011:

- SES, from 105 to 108
- EN 05, from 43 to 45
- NN Engineering, from 457 to 462
- NQ, Professional/Technical/Administrative, from 1297 to 1305
- GS-14, from 0 to 1
- GS-11 from 1 to 2

Decreases in pay plan participation in FY 2012 over FY 2011:

- EJ/EK, from 103 down to 93
- EN 04, from 193 to 183
- EN 03, from 22 to 20
- NU Technical/Administrative Support, from 115 to 91
- NV Nuclear Materials Courier, from 347 to 322
- NF Future Leaders, from 47 to 17 [there was no FY 2012 FLP class]
- GS-13, from 3 to 2

Diversity and Gender

No change in total American Indian males on-board. American Indian females, increased by 1 and both groups remain above the 2000 CLF [Note: The Census Bureau and EEOC have not released the 2010 CLF data].

African American females decreased by 1 and remain above the 2000 CLF; African American males decreased by 3, and remain below the 2000 CLF.

Asian males decreased by 3 and remain above the 2000 CLF; Asian females remained the same, 27 total, and remain below the 2000 CLF.

Hispanic females decreased by 8 and remain above the 2000 CLF; and Hispanic males decreased by 10 and remain above the CLF.

White males decreased by 34 and remain above the 2000 CLF; and White females decreased by 24 and remain below the 2000 CLF. White females continue, in the five-year trend, 2008 - 2010 to show the largest gap in the participation rate at NNSA and the 2000 CLF.

NNSA FY 2012 Workforce Diversity Executive Summary

Supervisors

Supervisors decreased by 7; as above SES increased by 3. Decreases in Asian male, African American male, White male, and Hispanic female supervisors. Increases in American Indian male, African American female, and White female supervisors. There continues, at year-end 2012, over year-end 2011 to be no American Indian male, Asian female, or Hispanic female SES. African American female, Hispanic male, and White female SES increased. All others remained the same as in FY 2011.

Age and Years of Service

Average age of NNSA workforce went from 46.7 years in 2011 to 47.2 years in FY 2012, with the majority of employees, 900, in the 50-59 group.

The average years of federal service went from 17.2 years in FY 2011 to 17.6 years in FY 2012, with the majority of NNSA employees, almost equally divided in the "less than 10 years", 793 employees; and 20-29 years, 792 employees. Eligible to retire immediately, 416 or 15.6% of the workforce. Eligible to retire by 2017, 904 or 34.0%.

Education

The majority of NNSA employees, 901 (33.9%), have Bachelor's degrees.

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**National Nuclear Security Administration
As of September 22, 2012**

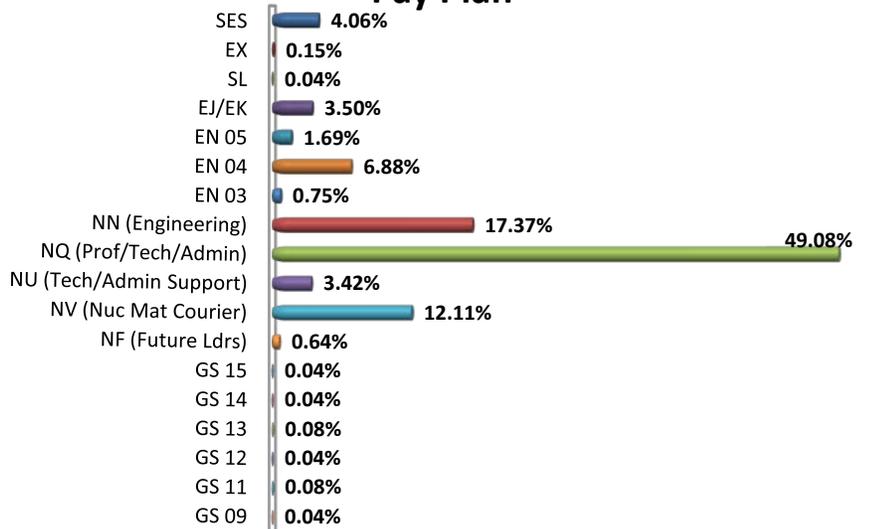
TOTAL WORKFORCE			
YEAR	2011	2012	Change
Total number of Employees	2741	2659	-2.99% ↓
GENDER			
YEAR	2011	2012	Change
Males	1783	1733	-2.80% ↓
Females	958	926	-3.34% ↓

Gender



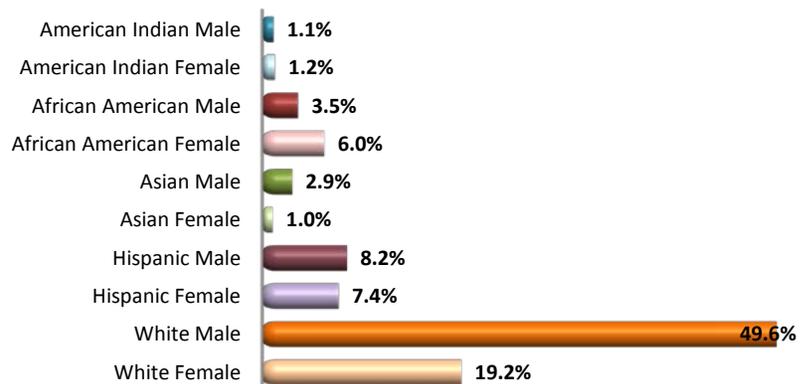
PAY PLAN			
YEAR	2011	2012	Change
SES	105	108	2.86% ↑
EX	4	4	0.00% /
SL	1	1	0.00% /
EJ/EK	103	93	-9.71% ↓
EN 05	43	45	4.65% ↑
EN 04	193	183	-5.18% ↓
EN 03	22	20	-9.09% ↓
NN (Engineering)	457	462	1.09% ↑
NQ (Prof/Tech/Admin)	1297	1305	0.62% ↑
NU (Tech/Admin Support)	115	91	-20.87% ↓
NV (Nuc Mat Courier)	347	322	-7.20% ↓
NF (Future Ldrs)	47	17	-63.83% ↓
GS 15	2	1	-50.00% ↓
GS 14	0	1	100.00% ↑
GS 13	3	2	-33.33% ↓
GS 12	1	1	0.00% /
GS 11	1	2	100.00% ↑
GS 09	0	1	100.00% ↑

Pay Plan



DIVERSITY			
YEAR	2011	2012	Change
American Indian Male	29	29	0.00% /
American Indian Female	32	33	3.13% ↑
African American Male	95	92	-3.16% ↓
African American Female	160	159	-0.63% ↓
Asian Male	80	77	-3.75% ↓
Asian Female	27	27	0.00% /
Hispanic Male	227	217	-4.41% ↓
Hispanic Female	204	196	-3.92% ↓
White Male	1352	1318	-2.51% ↓
White Female	535	511	-4.49% ↓

Diversity



Total includes 2638 permanent and 21 temporary employees

**National Nuclear Security Administration
As of September 22, 2012**

SPECIAL			
YEAR	2011	2012	Change
DISABILITY	142	175	23.24% ↑
VETERANS	790	784	-0.76% ↓

SUPERVISOR RATIO			
YEAR	2011	2012	Change
SUPERVISORS	462	455	-1.52% ↓
SUPERVISORS RATIO	4.9 TO 1	4.8 TO 1	-2.04% ↓

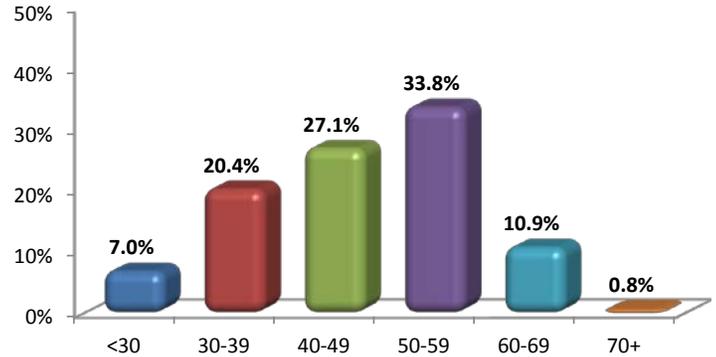
AGE			
YEAR	2011	2012	Change
AVERAGE AGE	46.7	47.2	1.10% ↑
UNDER 30	254	186	-26.77% ↓
30-39	527	543	3.04% ↑
40-49	764	721	-5.63% ↓
50-59	901	900	-0.11% ↓
60-69	278	289	3.96% ↑
70 AND UP	17	20	17.65% ↑

YEARS OF FEDERAL SERVICE			
YEAR	2011	2012	Change
AVERAGE LENGTH	17.2	17.6	2.33% ↑
LESS THAN 10 YEARS	864	793	-8.22% ↓
10-19 YEARS	705	699	-0.85% ↓
20-29 YEARS	804	792	-1.49% ↓
30-39 YEARS	347	342	-1.44% ↓
40-49 YEARS	21	33	57.14% ↑

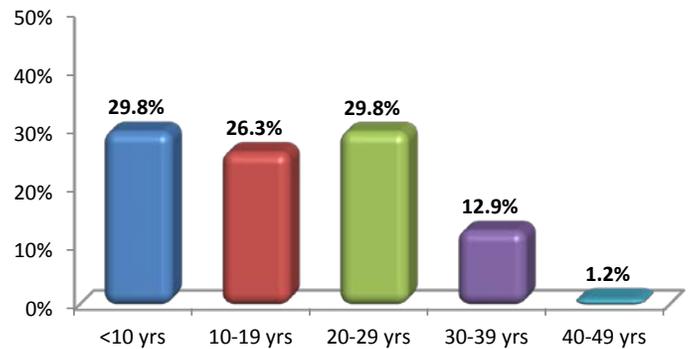
EDUCATION			
YEAR	2011	2012	Change
J.D./Ph.D./Sc.D Degrees	99	99	0.00% /
Masters Degrees	807	809	0.25% ↑
Bachelors Degrees	912	901	-1.21% ↓
No Degree	923	850	-7.91% ↓

RETIREMENT			
YEAR	2011	2012	Change
ELIGIBLE TO RETIRE IMMEDIATELY	411	416	1.22% ↑
ELIGIBLE TO RETIRE IN 5 YEARS by SEP 2017	904	904	0.00% /

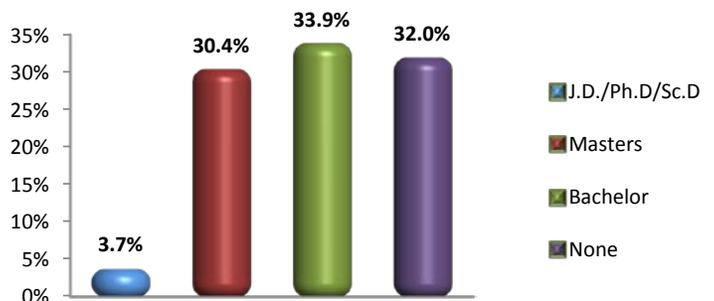
Age Groups as a Percentage of Workforce



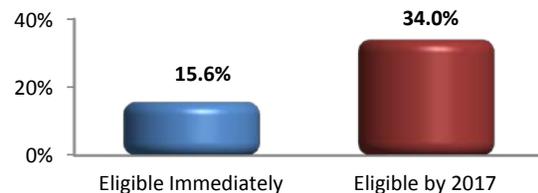
Years of Federal Service



Education

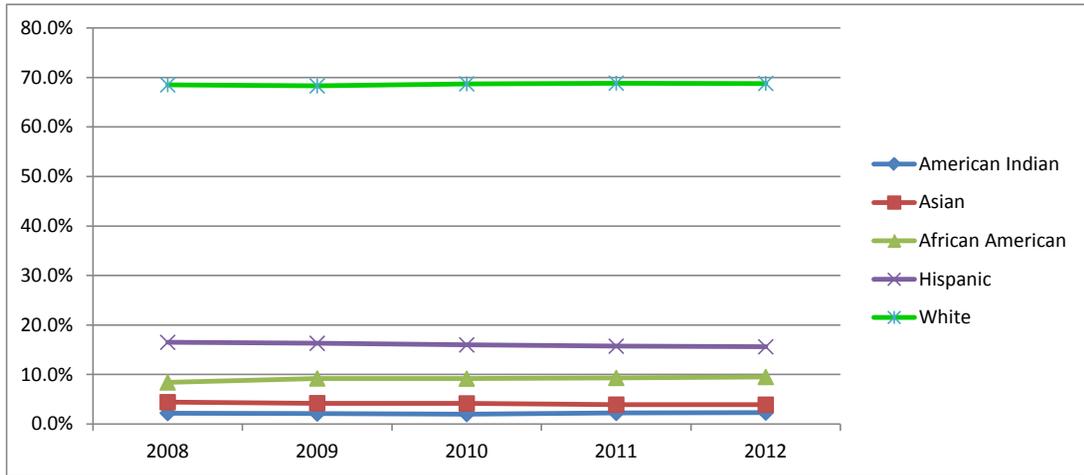


Retirement Eligibility



PERSONNEL BY PERCENTAGE - 5 YEAR DATA

	Sep 2008		Sep 2009		Sep 2010		Sep 2011		Sep 2012	
	Female	Male								
American Indian	1.3%	0.9%	0.9%	1.2%	1.1%	0.9%	1.1%	1.2%	1.2%	1.1%
Asian	1.3%	3.1%	1.2%	3.0%	1.1%	3.1%	1.0%	2.9%	1.0%	2.9%
African American	5.1%	3.3%	5.6%	3.6%	5.6%	3.6%	5.8%	3.5%	6.0%	3.5%
Hispanic	7.8%	8.7%	7.6%	8.7%	7.4%	8.5%	7.4%	8.3%	7.4%	8.2%
Total Minorities	15.5%	16.0%	15.3%	16.5%	15.2%	16.1%	15.3%	15.8%	15.6%	15.7%
Non-Minorities	18.7%	49.8%	18.5%	49.8%	19.2%	49.6%	19.5%	49.3%	19.2%	49.6%



Participation in the NNSA workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NNSA workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female	2009 -- 0.9%	2008 -- 1.3%	0.32%
American Indian male	2008 & '10 -- 0.9%	2009 & 2011 -- 1.2%	0.34%
Asian female	2011 & '12 -- 1.0%	2008 -- 1.3%	1.71%
Asian male	2011 & '12 -- 2.9%	2008 & '10 -- 3.1%	1.92%
African American female	2008 -- 5.1%	2012 -- 6.0%	5.66%
African American male	2008 -- 3.3%	2009 & '10 -- 3.6%	4.84%
Hispanic female	2010, '11, '12 -- 7.4%	2008 -- 7.8%	4.52%
Hispanic male	2012 -- 8.2%	2008 & '09 -- 8.7%	6.17%
White female	2009 -- 18.5%	2011 -- 19.5%	33.74%
White male	2010 & '12 -- 49.6%	2008 & '09 -- 49.8%	39.03%

The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, October 2012, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Our Affirmative Employment responsibilities (recruitment, career development, and retention) seek progress toward the CLF for those groups that would be underrepresented when compared to the CLF. Examples, 2012 participation of the following groups are underrepresented when compared to the CLF:

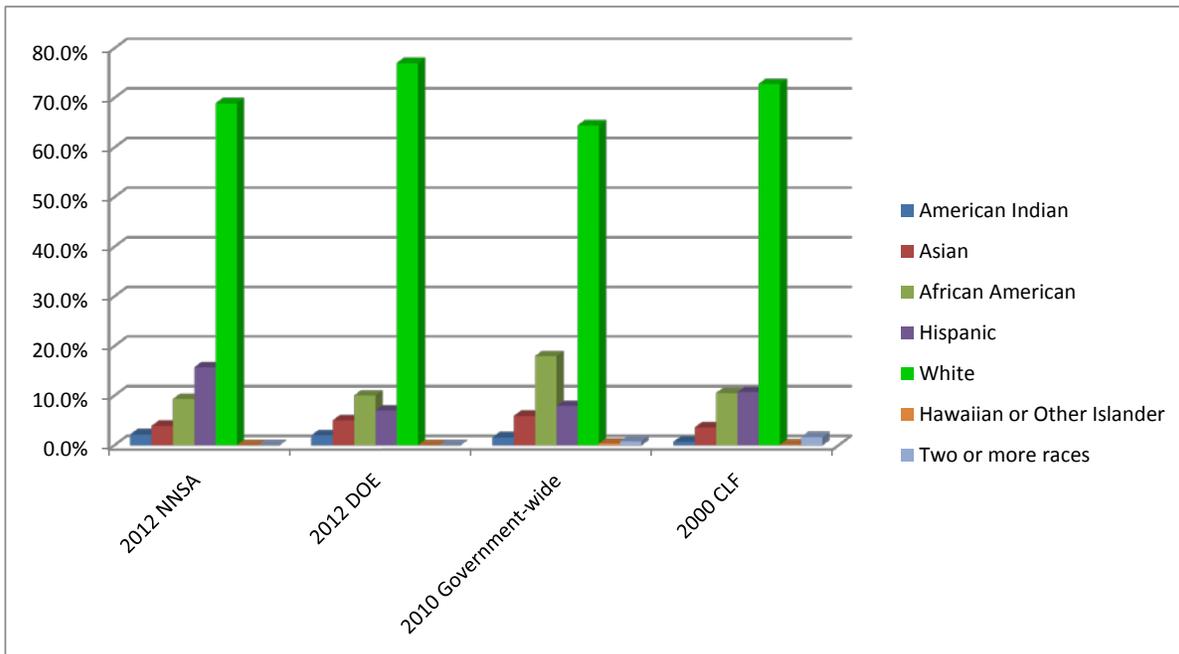
- Asian females, 1.0% of NNSA workforce, CLF is 1.71%
- African American males, 3.5% of NNSA workforce, CLF is 4.84%
- White females, 19.2% of the NNSA workforce, CLF is 33.74%

Comparisons to Other Workforces and the Civilian Labor Force

The Charts on this page depict the workforce diversity of NNSA compared to the Department of Energy (DOE) 2012; the 2010 Executive Branch of government (from www.EEOC.gov -- 2011 and 2012 figures not available at the time of this report, October 2012); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, October 2012).

	American Indian	Asian	African American	Hispanic	White	Hawaiian or Other Islander	Two or more races
2012 NNSA	2.2%	3.9%	9.3%	15.7%	68.9%	0.00%	0.00%
2012 DOE	2.0%	5.0%	10.0%	7.0%	77.0%	0.00%	0.00%
2010 Government-wide	1.6%	5.9%	17.9%	7.9%	64.5%	0.36%	0.84%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%	0.11%	1.64%

Note: DOE NNSA does not track Hawaiian or Other Islander; or Two or More Races.



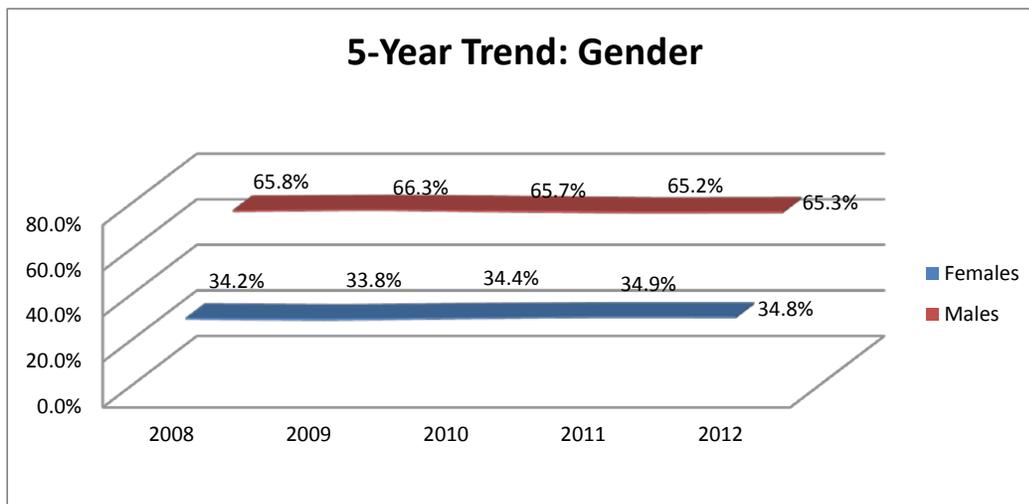
NNSA employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** all comparators.
- Asian participation is **below** DOE-wide and 2010 federal government-wide; and **above** the 2000 CLF.
- African American participation is **below** all comparators, with the most significant disparity at the comparison to the 2010 government-wide participation rate.
- Hispanic participation is **above** all comparators.
- White participation is **below** the 2012 DOE-wide; and the 2000 CLF; and **above** 2010 government-wide.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA

By Gender

	Sep 2008		Sep 2009		Sep 2010		Sep 2011		Sep 2012	
	Female	Male								
American Indian	1.3%	0.9%	0.9%	1.2%	1.1%	0.9%	1.1%	1.2%	1.2%	1.1%
Asian	1.3%	3.1%	1.2%	3.0%	1.1%	3.1%	1.0%	2.9%	1.0%	2.9%
African American	5.1%	3.3%	5.6%	3.6%	5.6%	3.6%	5.8%	3.5%	6.0%	3.5%
Hispanic	7.8%	8.7%	7.6%	8.7%	7.4%	8.5%	7.4%	8.3%	7.4%	8.2%
Total Minorities	15.5%	16.0%	15.3%	16.5%	15.2%	16.1%	15.3%	15.8%	15.6%	15.7%
Non-Minorities	18.7%	49.8%	18.5%	49.8%	19.2%	49.6%	19.5%	49.3%	19.2%	49.6%



Participation in the NNSA workforce in the five-year period: "Low Percentage" indicates the year or years of lowest participation as a percentage of the total workforce. "High Percentage" indicates the year or years of highest participation as a percentage of the total NNSA workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
NNSA females	2009 -- 33.8%	2011 -- 34.9%	46.77%
NNSA males	2011 -- 65.2%	2009 -- 66.3%	53.23%

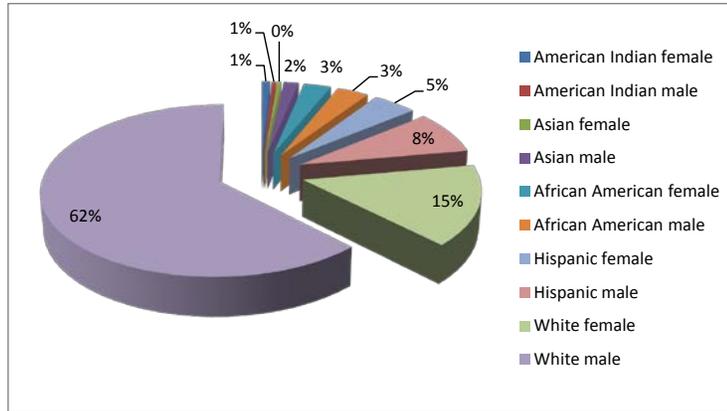
The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, October 2012, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2008	34.2%	65.8%
2009	33.8%	66.3%
2010	34.4%	65.7%
2011	34.9%	65.2%
2012	34.8%	65.3%

In the five-year period, 2008 -2012, the percentage of the total population for both females and males has remained consistent, with females in 2012 under the 2000 CLF by 11.97; and males above the 2000 CLF in 2012 by 12.07.

NNSA Manager and Supervisor Workforce

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
FY 2011	4	1	2	8	11	16	22	37	68	293	462
FY 2012	4	2	2	7	13	15	21	37	70	284	455



Total supervisory workforce decreased from FY 2011, 462 to 455 in FY 2012 (-1.5%)

Decreases in supervisory participation of:

- Asian male, - 1
- African American males, -1
- Hispanic females, - 1
- White males, - 9

Increases in supervisory participation of:

- American Indian male, +1
- African American females, + 2
- White females, increased in 2011 over 2010 and in 2012 over 2011, +2

No change:

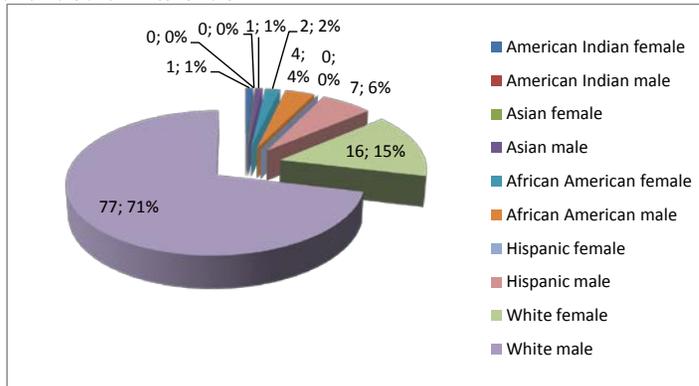
- American Indian female, 4 in FY 2011 and FY 2012
- Asian female, 2 in FY 2011 and FY 2012
- Hispanic males, 37 in FY 2011 and FY 2012

NNSA SES Participation

Total SES workforce increased from FY 2011, 105 , to 108 in FY 2012

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
FY 2011	1	0	0	1	0	5	0	6	15	77	105
FY 2012	1	0	0	1	2	4	0	7	16	77	108

No change: American Indian female and male; Asian female and male; Hispanic female; and White male. Increase +2, African American female, from 0 in the prior year; decrease, -1, African American male from the prior year. Increase, +1 each, Hispanic male and White female.



In FY 2012, total female SES, 19 (17.6%); 89 male SES (82.4%).

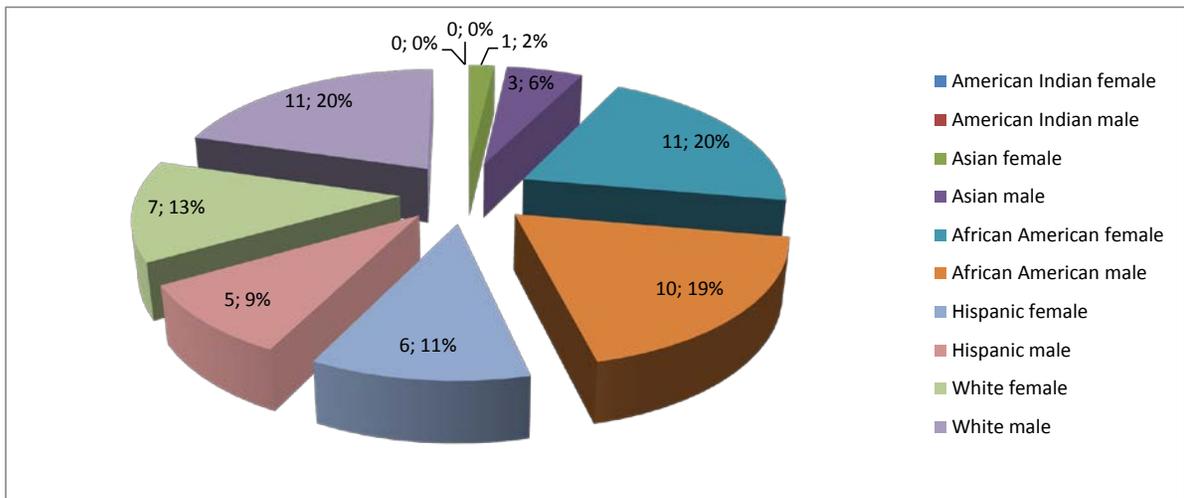
**Future Leader's Program (FLP)
Student Career Experience Program (SCEP)
Minority Serving Institutions Program (MSI)**

NNSA-wide, planning for the future of our workforce, the organization had been utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, as well as the Minority Serving Institutions Program (MSI) to recruit, hire, train and develop these employees for career positions with NNSA. In the past, and in FY 2012, NNSA also has utilized the Student Temporary Employment Program (STEP). Moving forward, NNSA will participate in the government wide Pathways program.

The Appendix includes historical data on retention for the FLP.

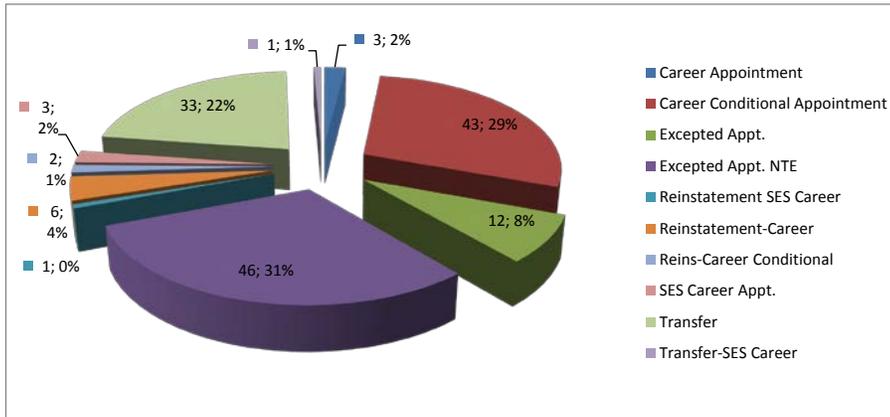
In FY 2012 there were no FLP, no SCEP; and 72 MSI hires.

FY 2012 Student Temporary Employment Program										
American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
0	0	1	3	11	10	6	5	7	11	54

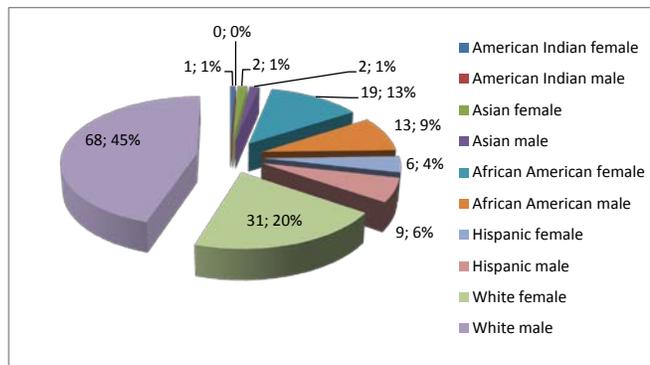


**NNSA FY 2012
Accessions**

Accessions includes temporary and permanent appointments. In FY 2012, there were 151 Accessions at NNSA (down from 172 in FY 2011). Transfer includes transfer from other Federal agency as well as other among NNSA organizations.



	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
Appt. NTE	0	0	0	0	0	0	0	0	0	1	1
Career Appointment	0	0	0	0	0	1	0	0	0	2	3
Career Conditional Appointment	0	0	0	0	2	3	1	4	10	23	43
Excepted Appt.	0	0	1	0	0	1	0	0	3	7	12
Excepted Appt. NTE	0	0	1	2	5	6	4	5	7	16	46
Reinstatement SES Career	0	0	0	0	0	0	0	0	0	1	1
Reinstatement-Career	0	0	0	0	1	1	1	0	1	2	6
Reins-Career Conditional	0	0	0	0	0	0	0	0	0	2	2
SES Career Appt.	0	0	0	0	0	0	0	0	1	2	3
Transfer	1	0	0	0	10	1	0	0	9	12	33
Transfer-SES Career	0	0	0	0	1	0	0	0	0	0	1
Total	1	0	2	2	19	13	6	9	31	68	151



Percentage of Appointments, By Race & Gender, Permanent or Temporary

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
Appt. NTE; and Excepted Appt. NTE	0.0%	0.0%	50.0%	100.0%	26.3%	46.2%	66.7%	55.6%	22.6%	25.0%
All Other Appointments	100.0%	0.0%	50.0%	0.0%	73.7%	53.8%	33.3%	44.4%	77.4%	75.0%

All females: 59 of the 151 Accessions and transfer in (39.1%). Temporary appointments = 17 (28.8% of 59); Permanent appointments = 42 (71.1% of 59).

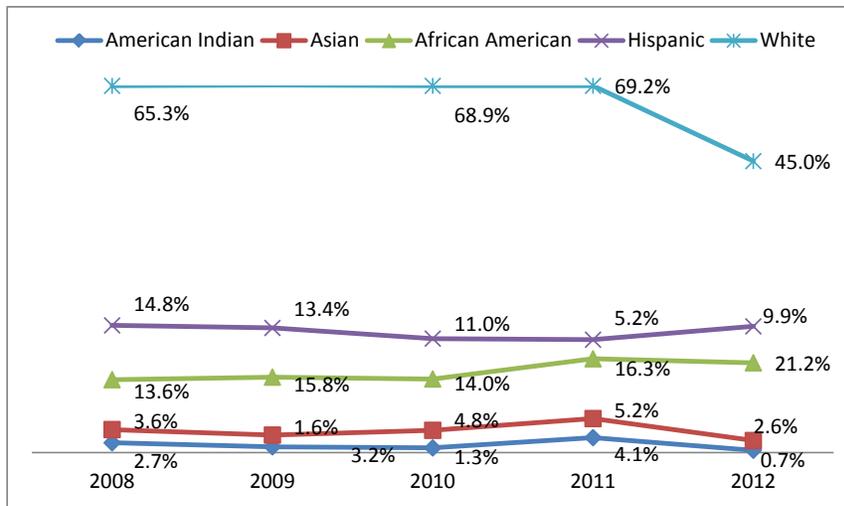
All males: 92 of the 151 Accessions and transfer in (60.9%). Temporary appointments = 29 (31.5% of 92); Permanent appointments = 63 (68.4 of 92).

White females and minorities: 83 of the 151 Accessions and transfer in (55.0%). Temporary appointments = 30 (36.1% of 83); Permanent appointments = 53 (63.9% of 83).

White males: 68 of the 151 Accessions and transfer in (45.0%). Temporary appointments = 16 (23.5% of 68); Permanent appointments = 52 (76.5% of 68).

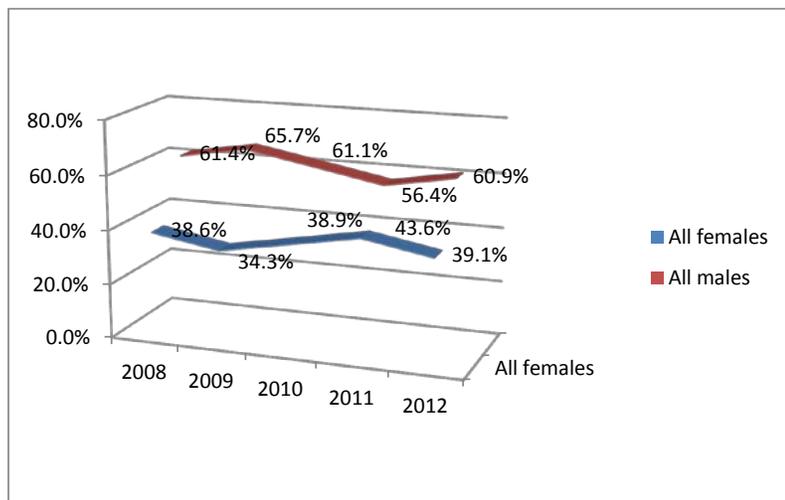
NNSA Historical Accessions

	American Indian	Asian	African American	Hispanic	White
2008	2.7%	3.6%	13.6%	14.8%	65.3%
2009	1.6%	3.2%	15.8%	13.4%	66.2%
2010	1.3%	4.8%	14.0%	11.0%	68.9%
2011	4.1%	5.2%	16.3%	5.2%	69.2%
2012	0.7%	2.6%	21.2%	9.9%	45.0%



Accessions and transfer in for White employees in the five-year period varies between a low percentage, 45.0% of total Accessions in 2012 to a high of 69.2% (2011). American Indian declined in 2009 and 2010, turning upward in 2011 and back down in 2012. Asian declined in 2009 turning upward in 2010 and 2011 and declined in 2012. African American increased in 2009 over 2008, decreased in 2010 and turned upward over the previous year in both 2011 and 2012. Hispanic accessions have declined each year from 2008, significantly, in 2011 and moved upward in 2012. White accessions increase over 2008 in each year from 2009 through 2011, and dropped significantly in 2012.

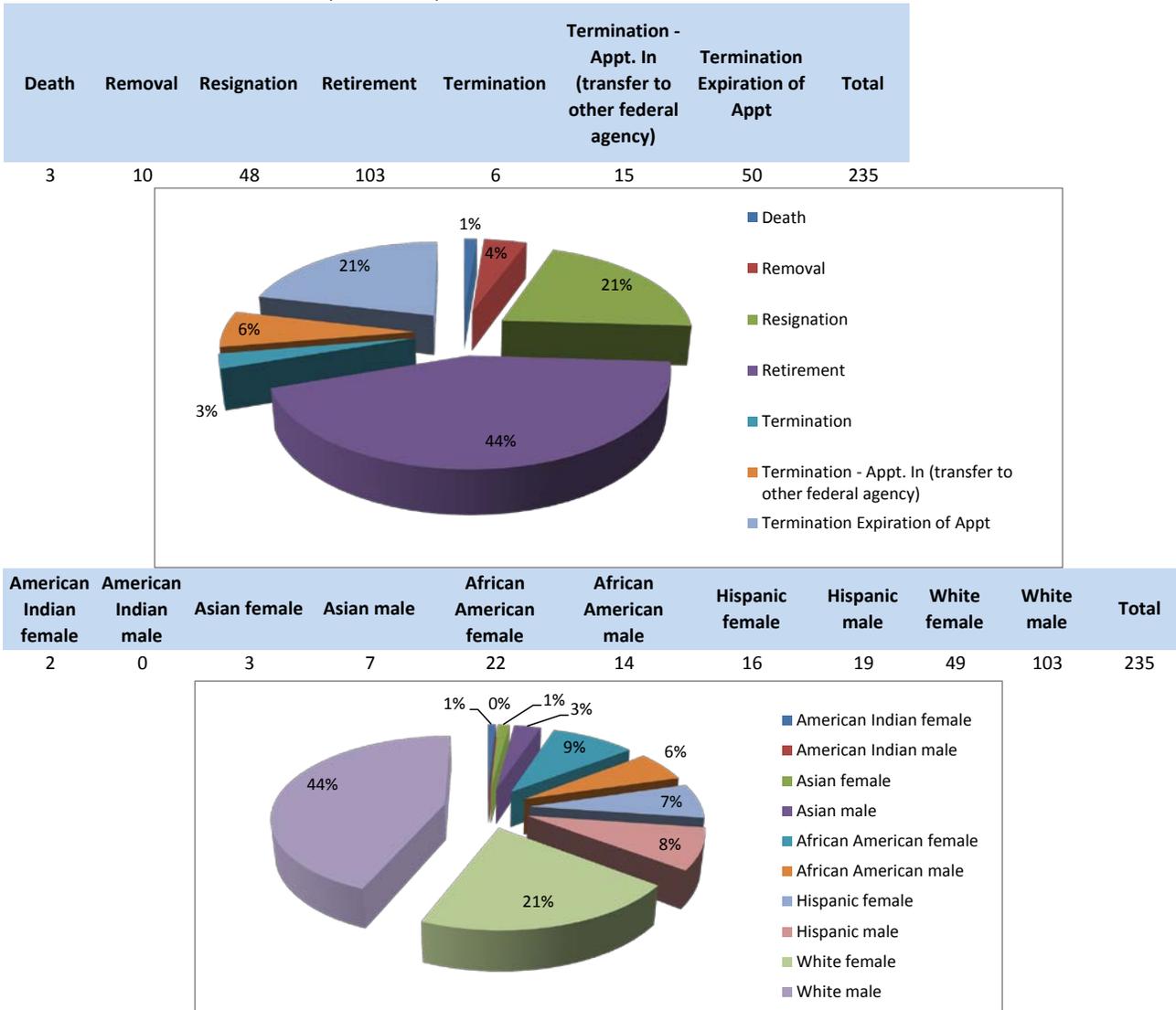
	All females	All males
2008	38.6%	61.4%
2009	34.3%	65.7%
2010	38.9%	61.1%
2011	43.6%	56.4%
2012	39.1%	60.9%



Female Accessions and transfer decreased in 2009 from 2008 and were up in the next two years, down again in 2012, as a percentage of total Accessions. The average is 39.1% over the 5 years for female Accessions. Females comprised 34.8% of the 2012 NNSA workforce. Male accessions up in 2009 over 2008, down in 2010 and 2011, and up again in 2012. The average percentage is 60.9% over the 5 years for male Accessions. Males comprise 65.2% of the NNSA 2012 workforce.

NNSA Separations

In FY 2012, there were a total of 235 Separations. Separation data includes all Personnel Nature of Action Codes, "3".



- American Indian female separations: 1 (50.0%) Retirement; 1 (50.0%) Separation, Other Reason.
- No American Indian male separations in FY 2011 or FY 2012.
- Asian female separations: 1 (33.3%) Retirement; 1 (33.3%) Termination-Expiration of Appointment; 1 (33.3%) Separation, Other Reason.
- Asian male separations: 1 (14.3%) Resignation; 4 (57.1%) Retirement; 2 (28.7%) Termination-Expiration of Appointment.
- African American female separations: 8 (36.4%) Resignations; 1 (4.5%) Retirement; 3 (13.6%) Transfer to Other Federal Agency; 10 (45.5%) Termination-Expiration of Appointment.
- African American male separations: 2 (14.3%) Resignation; 1 (7.1%) Retirement; 9 (64.3%) Termination-Expiration of Appointment; and 2 (14.3%) Separation, Other Reason.
- Hispanic female separations: 8 (50.0%) Retirement; 1 (6.3%) Transfer to Other Federal Agency; 5 (31.3%) Termination-Expiration of Appointment; and 2 (12.5%) Separation, Other Reason.
- Hispanic male separations: 2 (10.5%) Resignation; 8 (42.1%) Retirement; 1 (5.3%) Transfer to Other Federal Agency; 5 (5.3%) Termination-Expiration of Appointment; and 3 (15.8%) Separation, Other Reason.
- White female separations: 8 (16.3%) Resignation; 27 (55.1%) Retirement; 3 (6.1%) Transfer to Other Federal Agency; 10 (20.4%) Termination-Expiration of Appointment; and 1 (2.0%) Separation, Other Reason.
- White male separations: 27 (26.2%) Resignation; 52 (50.5%) Retirement; 7 (6.85%) Transfer to Other Federal Agency; 8 (7.8%) Termination-Expiration of Appointment; 9 (8.7%) Separation, Other Reason.

"Separation other reasons" includes expiration of appointment, termination during probation, termination, and removal.

NNSA Separations

In FY 2012, there were a total of 235 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

	Death	Removal	Resignation	Retirement	Termination	TAI (transfer to other federal agency)	Termin. Expiration of Appt.	Total
Females	0	2	16	38	3	7	26	92
Males	3	8	32	65	3	8	24	143
								235

"Separation other reasons" includes expiration of appointment, termination during probation, termination, and removal.

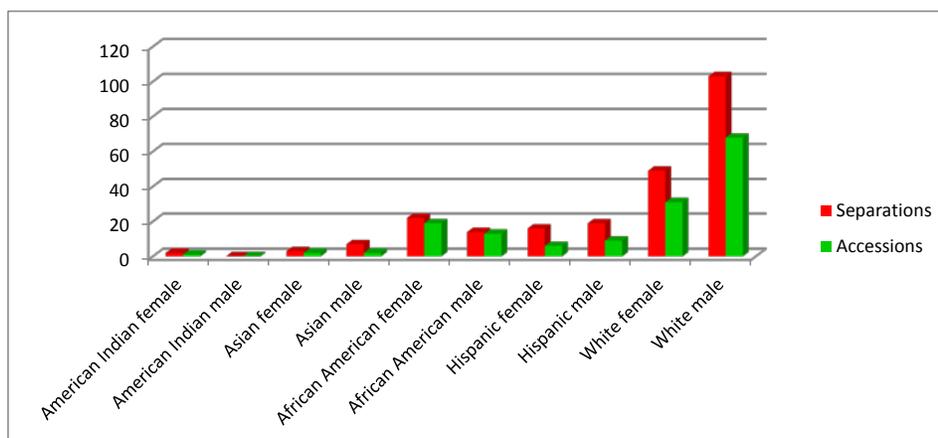
Female separations totaled 92, or 39.1% of the 235.

Male separations totaled 143, or 60.9% of the 235.

Female separations: 2 Removals (2.2% of all female separations, 92); 16 (17.4%) Resignations; 38 (41.3%) Retirements; 3 (3.3%) Terminations; 7 (7.6%) Transfer to Other Federal Agency; 26 (28.3%) Termination-Expiration of Appointment.

Males separations: 3 (2.1% of all male separations, 143); 8 (5.6%) Removals; 32 (22.4%) Resignations; 65 (45.5%) Retirements; 3 (2.1%) Terminations; 8 (5.6%) Transfer to Other Federal Agency; and 24 (16.8%) Termination-Expiration of Appointment.

FY 2012	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
Separations	2	0	3	7	22	14	16	19	49	103	235
Accessions	1	0	2	2	19	13	6	9	31	68	151



- American Indian female separations exceed accessions, currently **above** the 2000 CLF (1.2% to 0.32% CLF).
- American Indian male, **no** separations or accessions in FY 2012, currently **above** the 2000 CLF (1.1% to 0.34% CLF).
- Asian American female separations exceed accessions, currently **below** the 2000 CLF (1.0% to 1.71% CLF).
- Asian American male separations exceed accessions, currently **above** the 2000 CLF (2.9% to 1.92% CLF).
- African American female separations exceed accessions, currently **above** the 2000 CLF (6.0% to 5.66% CLF).
- African American male separations exceed accessions, currently **below** the 2000 CLF (3.5% to 4.84% CLF).
- Hispanic female separations exceed accessions, currently **above** the 2000 CLF (7.4% to 4.52% CLF).
- Hispanic male separations exceed accessions, currently **above** the 2000 CLF (8.2% to 6.17% CLF).
- White female separations exceed accessions, currently **below** the 2000 CLF (19.2% to 33.74% CLF).
- White male separations exceed accessions, currently **above** the 2000 CLF (49.6% to 39.03%).

**NNSA Separations
Historical**

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Row total
2008	0	2	4	4	21	10	18	23	43	131	256
2009	1	3	3	6	14	10	16	15	36	98	256
2010	1	1	3	8	16	10	19	16	41	87	202
2011	4	0	6	9	20	12	12	17	42	122	202
2012	2	0	3	7	22	14	16	19	49	103	235
Total	6	6	16	27	71	42	65	71	162	438	1151

% of all
accessions - 5
years

In the five-year period, 2008 - 2012, there have been 1151 separations, compared to 1185 accessions.

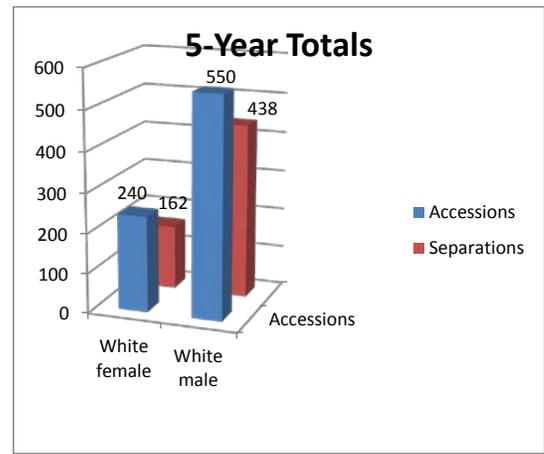
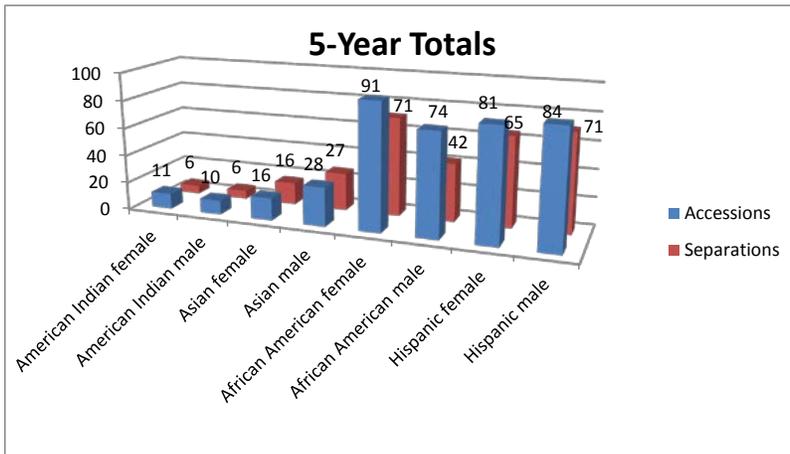
Accessions

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Row total
2008	1	3	1	8	9	5	16	22	38	88	191
2009	8	1	8	4	27	19	26	24	61	159	337
2010	0	4	3	5	17	23	16	18	51	117	254
2011	1	2	2	9	19	14	17	11	59	118	252
2012	1	0	2	2	19	13	6	9	31	68	151
Total	11	10	16	28	91	74	81	84	240	550	1185

Five year Separations compared to Accessions by race and gender:

- American Indian female accessions exceed separations by 5, currently **above** CLF.
- American Indian males accessions exceed separations by 4, currently **above** CLF.
- Asian female separations and accessions are equal, currently **below** CLF.
- Asian male accessions exceed separations by 1, currently **above** CLF.
- African American female accessions exceed separations by 20, currently **above** CLF.
- African American male accessions exceed separations by 32, currently **below** CLF.
- Hispanic female accessions exceed separations by 16, currently **above** CLF.
- Hispanic male accessions exceed separations by 13, currently **above** CLF.
- White female accessions exceed separations, by 78, currently **below** CLF.
- White male accessions exceed separations by 112, currently **above** CLF.

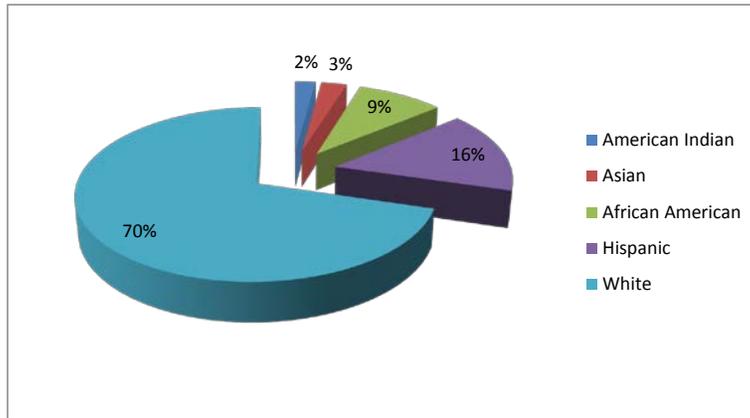
	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
Accessions	11	10	16	28	91	74	81	84	240	550
Separations	6	6	16	27	71	42	65	71	162	438



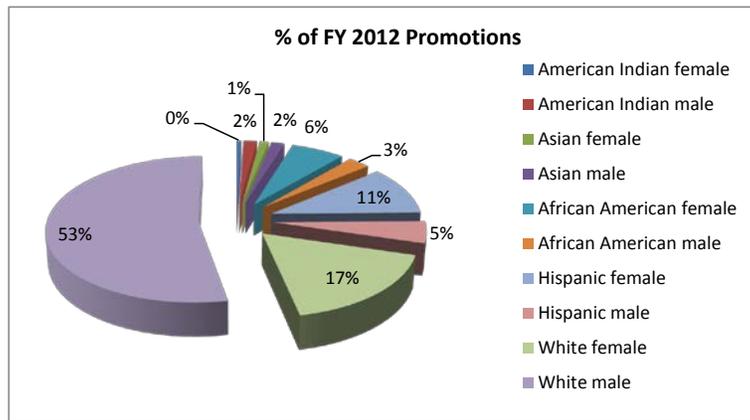
Promotions

In FY 2012, there were 186 promotions at NNSA, compared to 182 in FY 2011 at NNSA. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

American Indian	Asian	African American	Hispanic	White	Total
4	5	17	29	131	186



	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
FY 2012	1	3	2	3	12	5	20	9	32	99	<u>186</u>



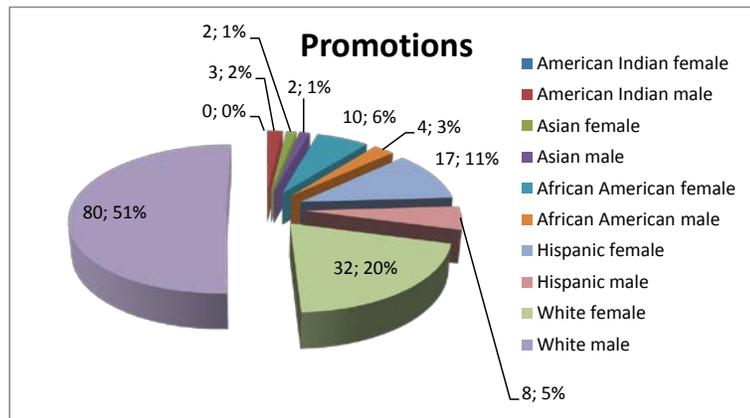
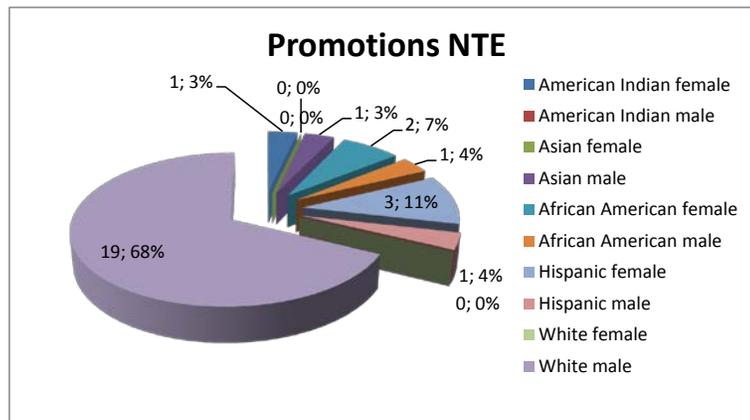
In FY 2012, females received 67 promotions (36% of the total; note females are 34.8% of the 2012 NNSA workforce). Males received 119 promotions (64.0%; note males represent 65.2% of the 2012 NNSA workforce).

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Row Total
2008	4	1	5	8	21	12	45	43	51	166	356
2009	3	3	5	8	15	8	17	29	36	126	250
2010	1	1	3	5	8	9	10	34	40	119	230
2011	1	4	2	4	9	11	12	15	39	85	182
2012	1	3	2	3	12	5	20	9	32	99	186
Total	10	12	17	28	65	45	104	130	198	595	<u><u>1204</u></u>
% of all promotions - 5 years	0.8%	1.0%	1.4%	2.3%	5.4%	3.7%	8.6%	10.8%	16.4%	49.4%	

**Promotions
NNSA - FY 2012**

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Total
Promotions NTE	1	0	0	1	2	1	3	1	0	19	28
Promotions	0	3	2	2	10	4	17	8	32	80	158
Total	1	3	2	3	12	5	20	9	32	99	186
% of 2012 Promotions	0.5%	1.6%	1.1%	1.6%	6.5%	2.7%	10.8%	4.8%	17.2%	53.2%	
% of 2012 Workforce	1.2%	1.1%	1.0%	2.9%	6.0%	3.5%	7.4%	8.2%	19.2%	49.6%	

American Indian females; Asian males; African American males; Hispanic males; and White females received promotions below their current participation rate in the 2012 NNSA workforce. Note: "Promotions NTE" will include the same individual more than once where they received more than one NTE promotion in FY 2012. American Indian males; Asian females; African American females; Hispanic females; and White males received promotions above their current participation rate in the 2012 NNSA workforce. Note: "Promotions NTE" will include the same individual more than once where they received more than one NTE promotion in FY 2012.



Note: Promotions Not to Exceed (NTE), includes the same individual counted more than once, where that individual was temporarily promoted two or more times in the fiscal year.



APPENDIX

Year-End Workforce Diversity

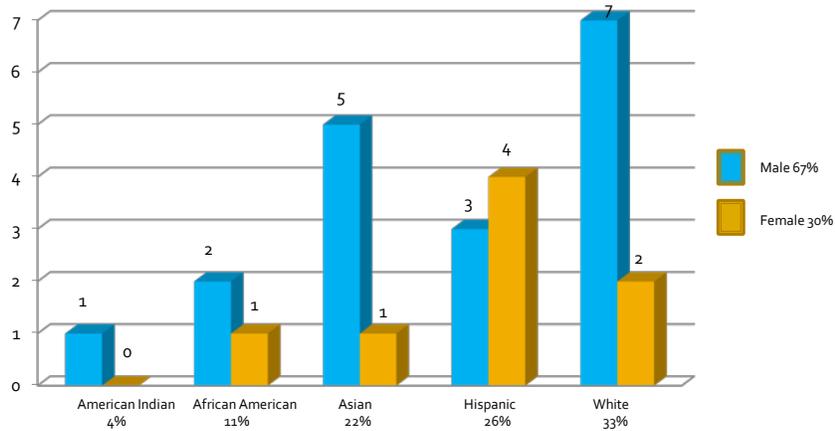
Future Leaders, SCEP & STEP Programs



FY's 2005-2012

Report Design by Tyquan Parker, HBCU Intern, 2010; and Jermaine Pittman, HBCU Intern, 2011

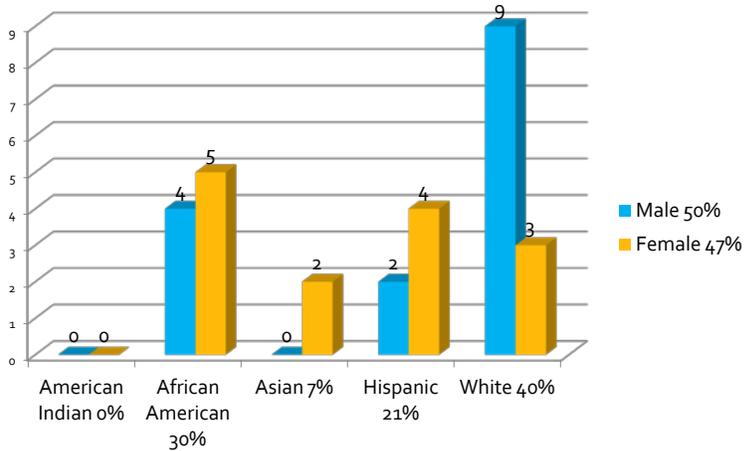
Future Leaders Program FY 2005



1 did not identify

* TOTAL = 27

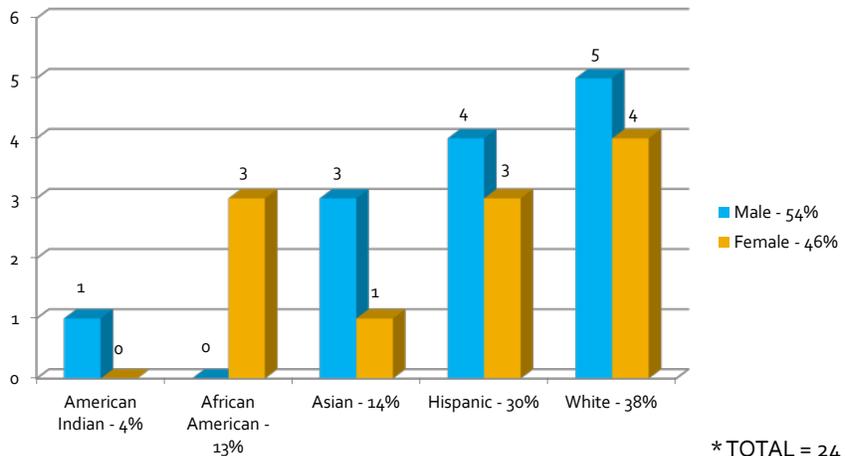
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

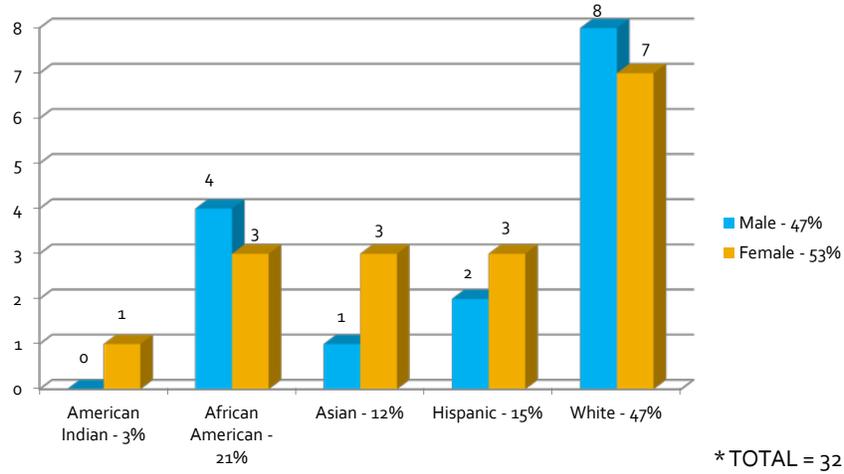
Future Leaders Program FY2007



* TOTAL = 24

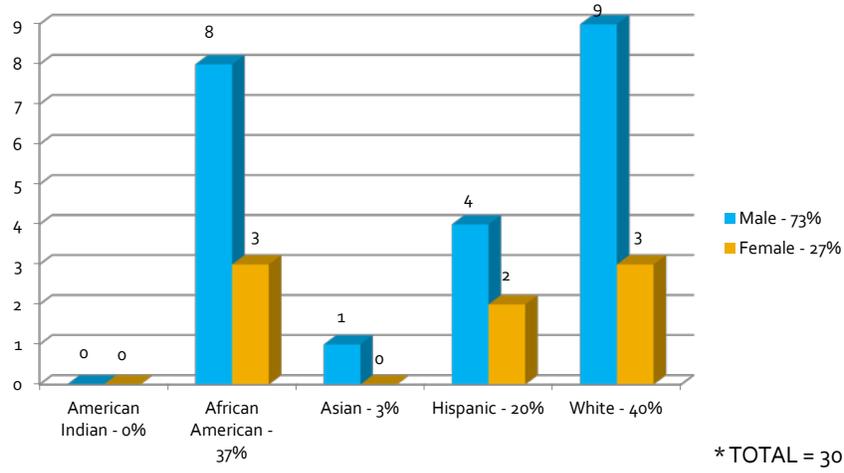
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Future Leaders Program FY 2008



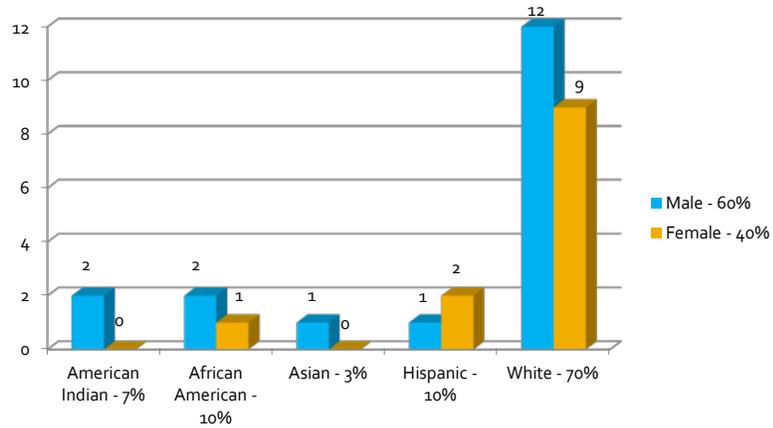
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Future Leaders Program FY 2009



6

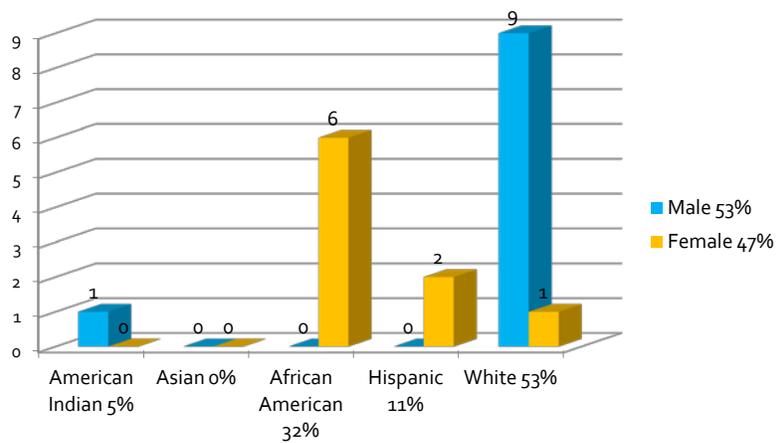
Future Leaders Program FY 2010



* TOTAL = 30

7

Future Leaders Program FY 2011

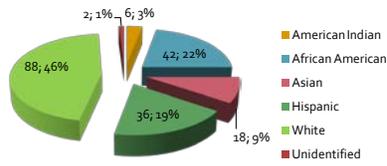
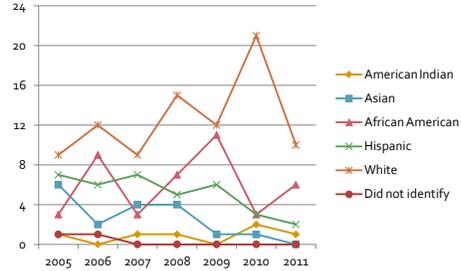
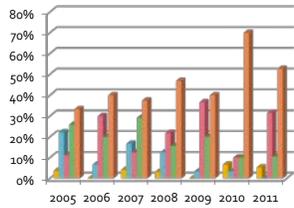


* TOTAL = 19

8

NOTE: No FY 2012 Future Leaders Program (FLP) class

FLP Trend (2005 through 2011)

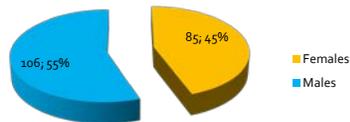
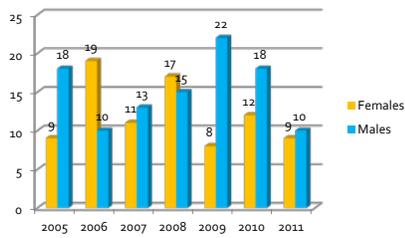


There have been a total of 192 FLP hires from 2005 through 2011. White participants are the majority followed by African American, Hispanic, Asian and American Indian. Note: two (2) unidentified by race/ethnicity.

White males, 53 (28%) -- White females, 35 (18%)
 African American females, 22 (11%) -- African American males, 20 (10%)
 Hispanic males, 18 (9%) -- females, 18 (9%)
 Asian males, 11 (6%) -- Asian females, 7 (4%)
 American Indian males 5 (3%) -- American Indian females 1 (1%)
 Unidentified, 1% (2)

Note: No FY 2012 FLP class.

FLP Trend (2005 through 2011)



192 FLP participants from 2005-2011.
 Note: one unidentified by gender.
 No FLP class, FY 2012.

Future Leaders Program Retention

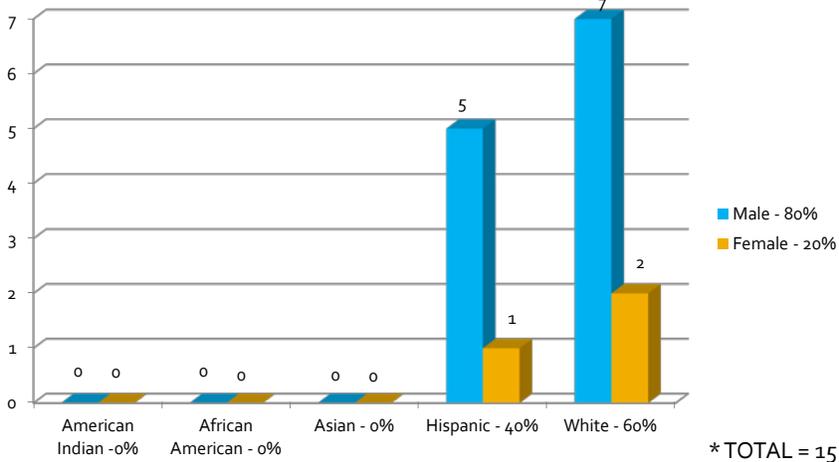
Year 7							77% of 27
Year 6						70% of 30	77% of 27
Year 5					96% of 24	70% of 30	77% of 27
Year 4				84% of 32	96% of 24	93% of 30	88% of 27
Year 3			90% of 30	84% of 32	96% of 24	93% of 30	92% of 27
Year 2		97% of 30	90% of 30	100% of 32	100% of 24	97% of 30	92% of 27
Year 1	89% of 19	100% of 30	100% of 30	100% of 32	100% of 24	100% of 30	100% of 27
	FLP 2011	FLP 2010	FLP 2009	FLP 2008	FLP 2007	FLP 2006	FLP 2005

Retention is validated each September, fiscal year-end, to see which FLP participants in each class are still on-board with NNSA. Example: Class of 2005, by September 2006, a little more than one year after hire, 100% still on board; seven years later, September 2012 there are 21 of the 27 still with NNSA.

11

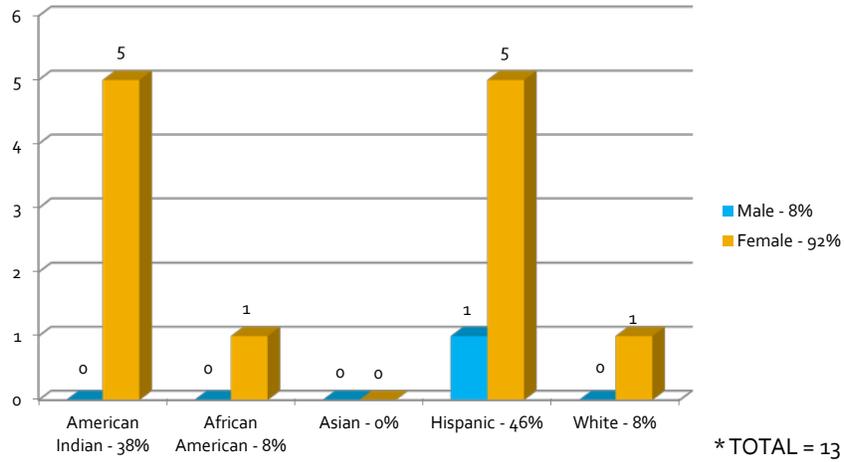
Student Career Experience Program (SCEP)

SCEP FY2007



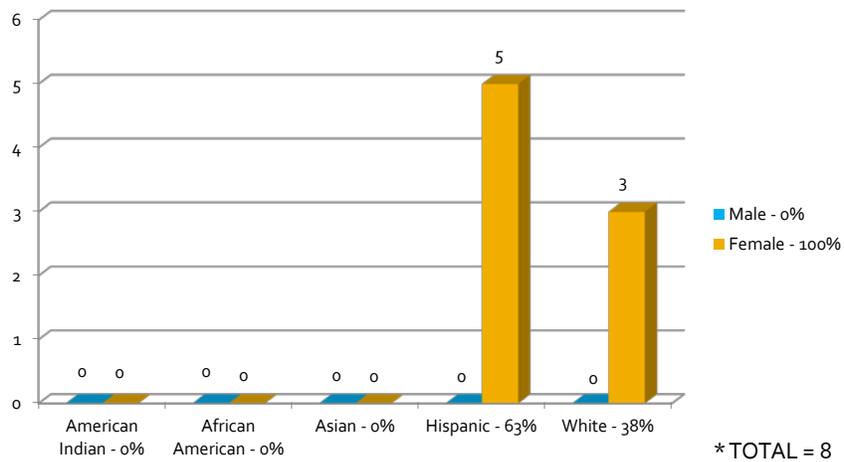
12

SCEP FY 2008



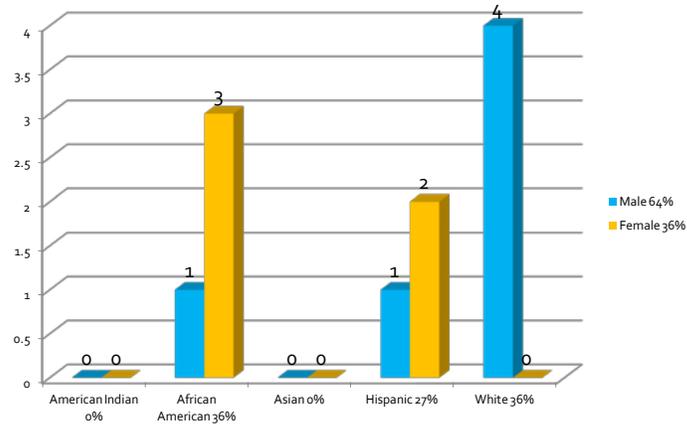
13

SCEP FY 2009



14

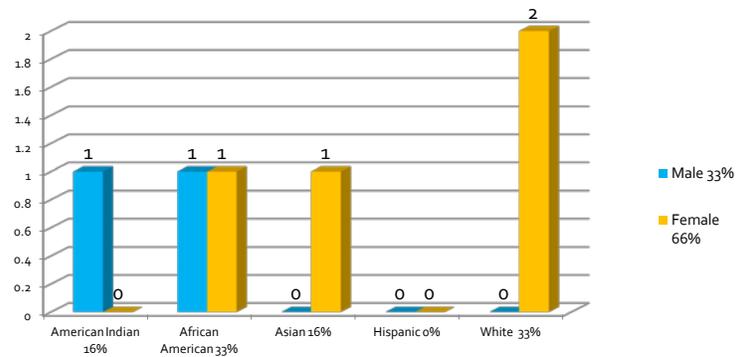
SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

SCEP FY 2012



TOTAL = 6

16

SCEP Retention

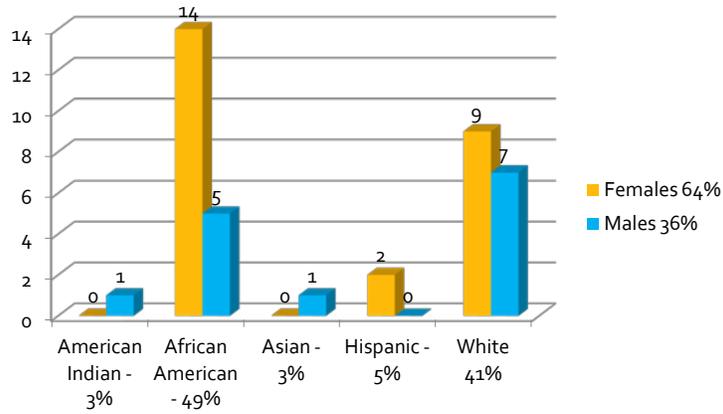
Year 5					73% of 15
Year 4				54% of 13	87% of 15
Year 3			38% of 8	69% of 13	87% of 15
Year 2			50% of 8	85% of 13	87% of 15
Year 1		64% of 11	63% of 8	92% of 13	87% of 15
	SCEP FY 2012 (4 on board)	SCEP FY 2011*	SCEP FY 2009	SCEP FY 2008	SCEP FY 2007

*No SCEP class of FY 2010

17

Student Temporary Employment Program (STEP)

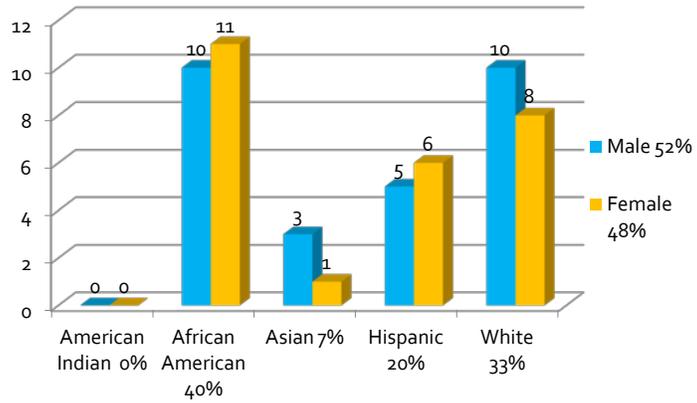
STEP FY 2011



TOTAL = 39

18

STEP FY 2012



TOTAL = 54

19

National Nuclear Security Administration
 Office of Civil Rights, NA-1.2
 PO Box 5400
 Albuquerque, NM 87185

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 TTY: 1-866-872-1011

Equal Employment Opportunity: Collaborating for Mission Success