



U.S. DEPARTMENT OF
ENERGY



Fiscal Year 2011
Year-End Workforce Diversity

NNSA-Wide

Prepared October 2011
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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
 - Nine-Point Plan
 - Special report requests from NNSA
- ▶ EEO training, education, and briefings
- ▶ EEO administrative support to NNSA, DOE, & EEOC

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, as you will see in the report. 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 on this page. Finally, suggestions for the improvement of this report are welcome; please give our office a call.

Yolanda Girón
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

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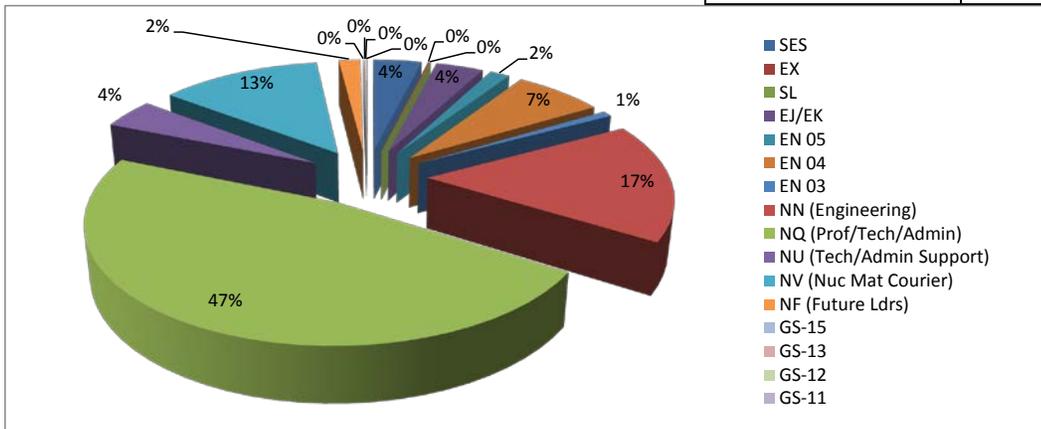
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**Workforce Diversity
National Nuclear Security Administration
As of September 24, 2011**

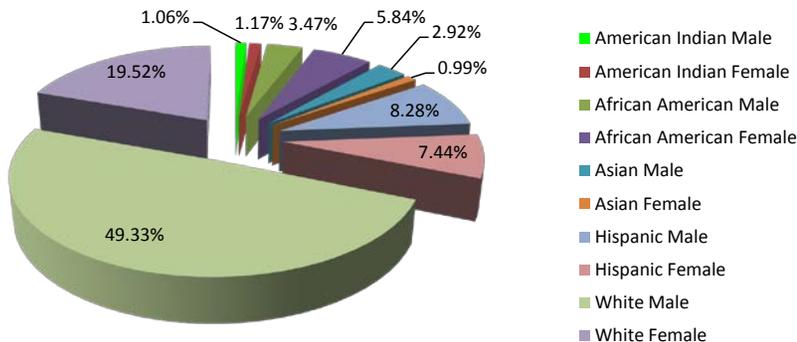
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	2823	2741	-2.99% ↓
GENDER			
YEAR	2010	2011	CHANGE
Males	1853	1783	-3.78% ↓
Females	970	958	-1.24% ↓

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	107	105	-1.87% ↓
EX	1	4	75.00% /
SL	1	1	0.00% /
EJ/EK	122	103	-15.57% ↓
EN 05	44	43	-2.27% ↓
EN 04	194	193	-0.52% ↓
EN 03	28	22	-21.43% ↓
NN (Engineering)	438	457	4.34% ↑
NQ (Prof/Tech/Admin)	1300	1297	-0.23% ↓
NU (Tech/Admin Support)	142	115	-19.01% ↓
NV (Nuc Mat Courier)	382	347	-9.16% ↓
NF (Future Ldrs)	57	47	-17.54% ↓
GS-15	3	2	-33.33% ↓
GS-14	1	0	-100.00% ↓
GS-13	1	3	200.00% ↑
GS-12	1	1	0.00% /
GS-11	0	1	100.00% ↑
GS-10	1	0	-100.00% ↓
GS-08	1	0	-100.00% ↓

Gender



DIVERSITY					
YEAR	2010	2011	CHANGE	% of 2011 Workforce	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
American Indian Male	25	29	16.00% ↑	1.06%	0.34%
American Indian Female	31	32	3.22% ↑	1.17%	0.32%
African American Male	102	95	-6.86% ↓	3.47%	4.84%
African American Female	157	160	1.91% ↑	5.84%	5.66%
Asian Male	86	80	-6.98% ↓	2.92%	1.92%
Asian Female	31	27	-12.90% ↓	0.99%	1.71%
Hispanic Male	241	227	-5.81% ↓	8.28%	6.17%
Hispanic Female	210	204	-2.86% ↓	7.44%	4.52%
White Male	1399	1352	-3.36% ↓	49.33%	39.03%
White Female	541	535	-1.11% ↓	19.52%	33.74%

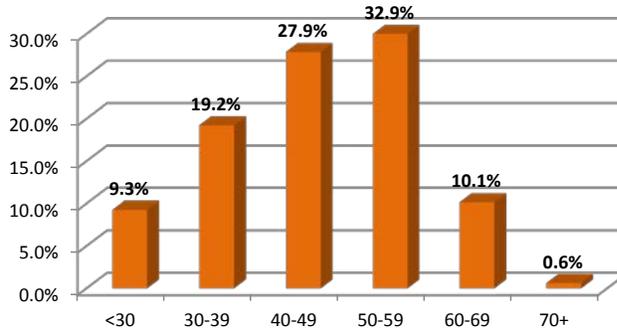


2741 total includes 2685 permanent and 56 temporary employees. Total includes 234 Naval Reactors and 575 NA-15 employees.

**Workforce Diversity
National Nuclear Security Administration
As of September 24, 2011**

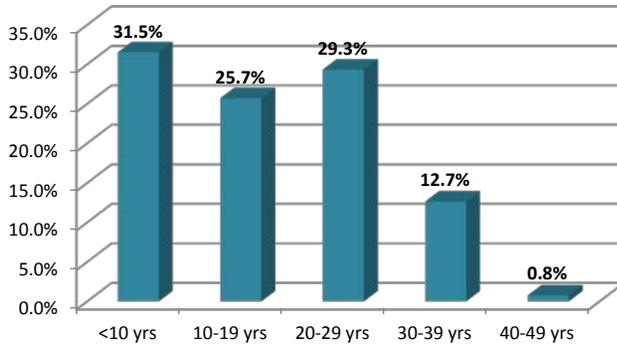
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	127	142	11.81% ↑
VETERANS	784	790	0.76% ↑

Age Groups as a Percentage of the NNSA Workforce



AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	46.3	46.7	0.86% ↑
UNDER 30	293	254	-13.31% ↓
30-39	557	527	-5.38% ↓
40-49	790	764	-3.29% ↓
50-59	872	901	3.32% ↑
60-69	296	278	-6.08% ↓
70 AND UP	15	17	13.33% ↑

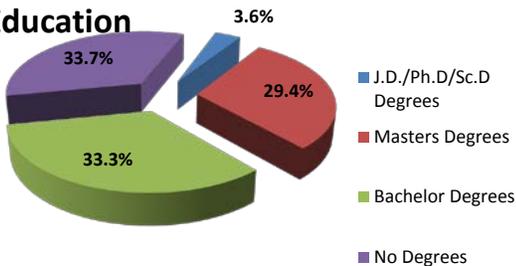
Years of Federal Service



YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	16.8	17.2	2.38% ↑
LESS THAN 10 YEARS	957	864	-9.71% ↓
10-19 YEARS	688	705	2.47% ↑
20-29 YEARS	809	804	-0.62% ↓
30-39 YEARS	353	347	-1.70% ↓
40-49 YEARS	16	21	31.25% ↑

EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D./Sc.D Degrees	90	99	10.00% ↑
Masters Degrees	796	807	1.38% ↑
Bachelors Degrees	945	912	-3.49% ↓
No Degrees	992	923	-6.95% ↓

Education

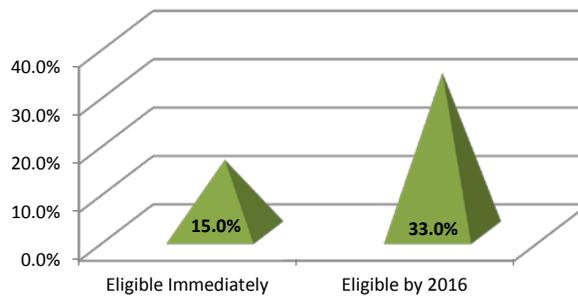


RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	407	411	0.98% ↑
ELIGIBLE TO RETIRE BY 9/25/2016	916	904	-1.31% ↓

FY 2010 Eligible to retire immediately = as of 9/25/2010; and five years: by 9/25/2015

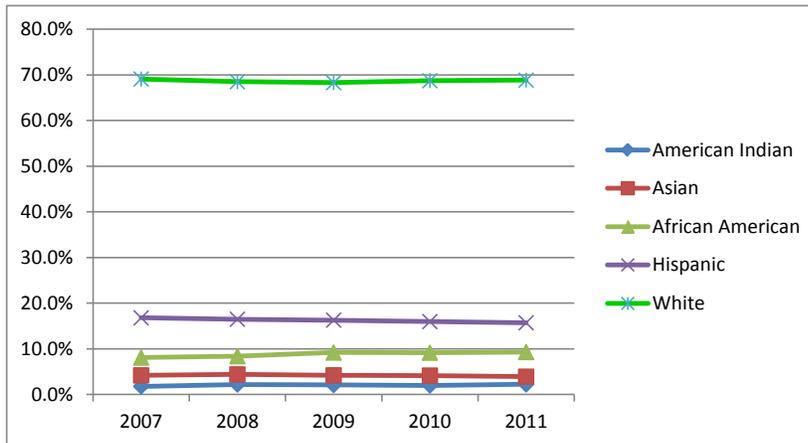
SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	447	462	3.35% ↑
SUPERVISORS RATIO	5.3 to 1	4.9 to 1	-7.55% ↓

Retirement Eligibility



PERSONNEL BY PERCENTAGE - 5 YEAR DATA

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.9%	0.9%	1.3%	0.9%	0.9%	1.2%	1.1%	0.9%	1.1%	1.2%
Asian	1.1%	3.1%	1.3%	3.1%	1.2%	3.0%	1.1%	3.1%	1.0%	2.9%
African American	5.0%	3.1%	5.1%	3.3%	5.6%	3.6%	5.6%	3.6%	5.8%	3.5%
Hispanic	7.8%	9.0%	7.8%	8.7%	7.6%	8.7%	7.4%	8.5%	7.4%	8.3%
Total Minorities	14.8%	16.1%	15.5%	16.0%	15.3%	16.5%	15.2%	16.1%	15.3%	15.8%
Non-Minorities	18.5%	50.6%	18.7%	49.8%	18.5%	49.8%	19.2%	49.6%	19.5%	49.3%



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	2007 & 2009 - 0.9%	2008 - 1.3%	0.32%
American Indian male	2007, '08, & '10 - 0.9%	2009, '11 - 1.2%	0.34%
Asian female	2011 - 1.0%	2008 - 1.3%	1.71%
Asian male	2011 - 2.9%	2007, '08, & '10 - 3.1%	1.92%
African American female	2007 - 5.0%	2011 - 5.8%	5.66%
African American male	2007 - 3.1%	2009 & '10 - 3.6%	4.84%
Hispanic female	2010 & '11 - 7.4%	2008 - 7.8%	4.52%
Hispanic male	2011 - 8.3%	2007 - 9.0%	6.17%
White female	2007 & '09 - 18.5%	2011 - 19.5%	33.74%
White male	2011 - 49.3%	2007 - 50.6%	39.03%

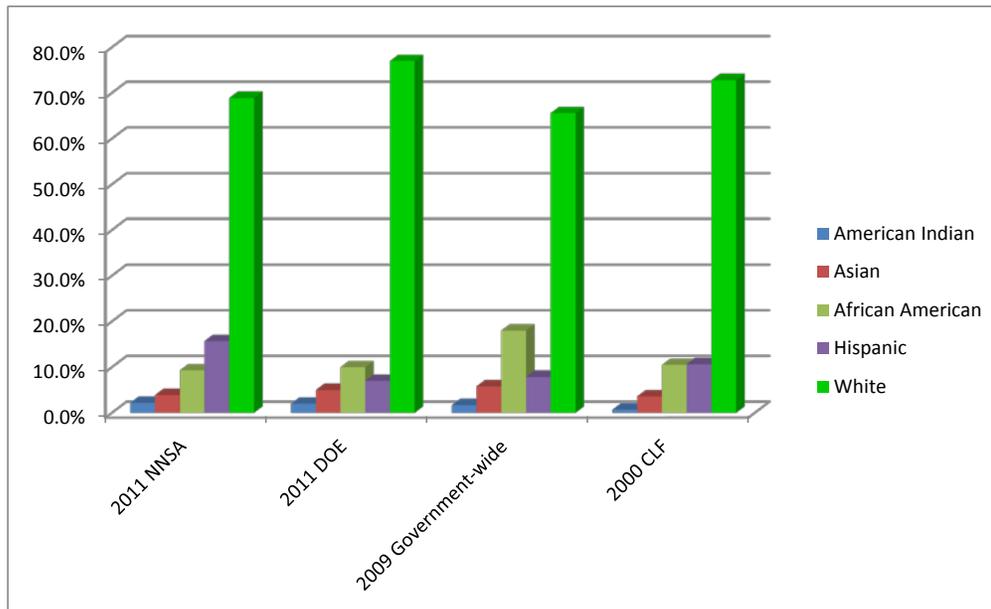
The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, October 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

Managing diversity seeks progress toward the CLF for those groups that would be underrepresented when compared to the CLF. Example: NNSA African American males, the CLF is 4.84%. The participation rate for African American males, as a percentage of the NNSA workforce, peaks in 2009 at 3.6% (below the CLF), and is declining in 2011.

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) 2011; the 2009 Executive Branch of government (from www.EEOC.gov -- 2010 and 2011 figures not available at the time of this report, October 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, October 2011).

	American Indian	Asian	African American	Hispanic	White
2011 NNSA	2.2%	3.9%	9.3%	15.7%	68.9%
2011 DOE	2.0%	5.0%	10.0%	7.0%	77.0%
2009 Government-wide	1.7%	5.8%	18.0%	7.9%	65.6%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%



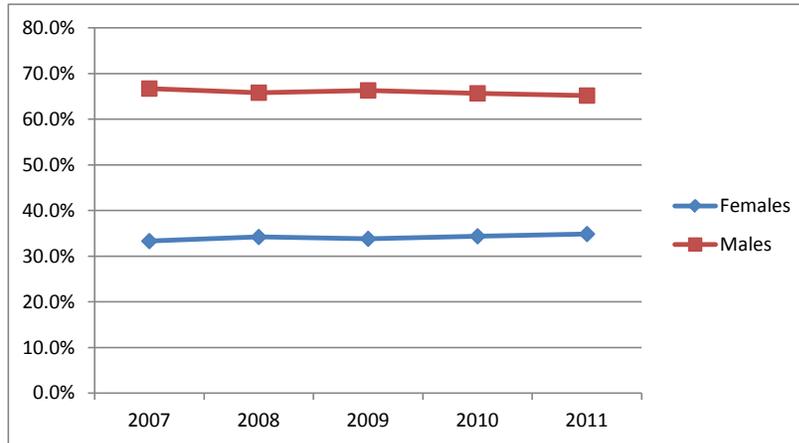
NNSA employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** all comparators.
- Asian participation is **below** DOE-wide and 2009 federal government-wide; and **above** the 2000 CLF.
- African American participation is below all comparators, with the most significant disparity at the comparison to 2009 government-wide participation rate.
- Hispanic participation is **above** all comparators.
- White participation is **below** the 2011 DOE-wide; and the 2000 CLF; and **above** 2009 government-wide.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA

By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.9%	0.9%	1.3%	0.9%	0.9%	1.2%	1.1%	0.9%	1.1%	1.2%
Asian	1.1%	3.1%	1.3%	3.1%	1.2%	3.0%	1.1%	3.1%	1.0%	2.9%
African American	5.0%	3.1%	5.1%	3.3%	5.6%	3.6%	5.6%	3.6%	5.8%	3.5%
Hispanic	7.8%	9.0%	7.8%	8.7%	7.6%	8.7%	7.4%	8.5%	7.4%	8.3%
Total Minorities	14.8%	16.1%	15.5%	16.0%	15.3%	16.5%	15.2%	16.1%	15.3%	15.8%
Non-Minorities	18.5%	50.6%	18.7%	49.8%	18.5%	49.8%	19.2%	49.6%	19.5%	49.3%



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	2007 - 33.3%	2011 - 34.9%	46.77%
NNSA males	2011 - 65.2%	2007 - 66.7%	53.23%

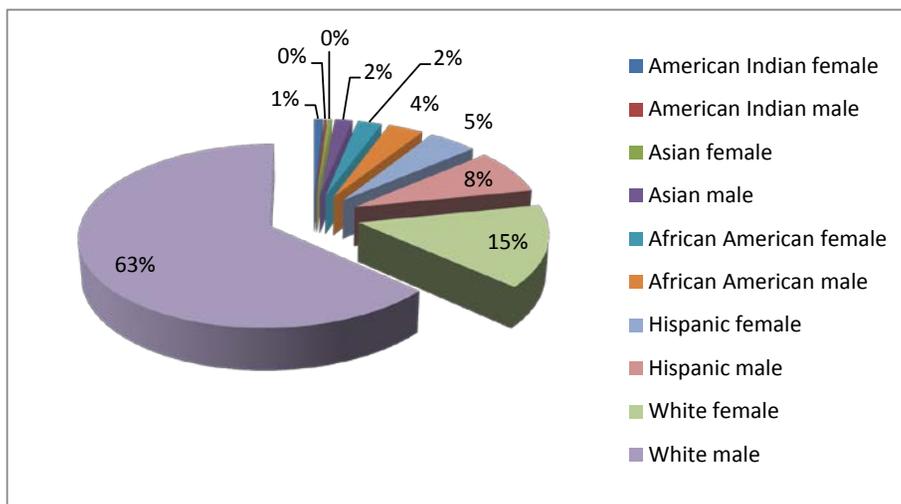
The importance of the above is to look at the NNSA workforce as reflective of the Civilian Labor Force (CLF). As of this report, October 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	33.3%	66.7%
2008	34.2%	65.8%
2009	33.8%	66.3%
2010	34.4%	65.7%
2011	34.9%	65.2%

In the five-year period, 2007 -2011, the percentage of the total population for both females and males has remained consistent, with females in 2011 under the 2000 CLF by 11.87; and males above the 2000 in 2011 by 11.97.

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
FY 2010	5	1	3	8	7	15	18	40	63	287
FY 2011	4	1	2	8	11	16	22	37	68	293



Total supervisory workforce increased from FY 2010, 447, to 462 in FY 2011

Decreases in supervisory participation of:

- American Indian female
- Asian female
- Hispanic male

Increases in supervisory participation of:

- African American females
- African American males
- Hispanic females
- White females
- White males

No change in Supervisory participation of Asian males

NNSA SES Participation

Total SES workforce increased from FY 2010, 105 , to 107 in FY 2011

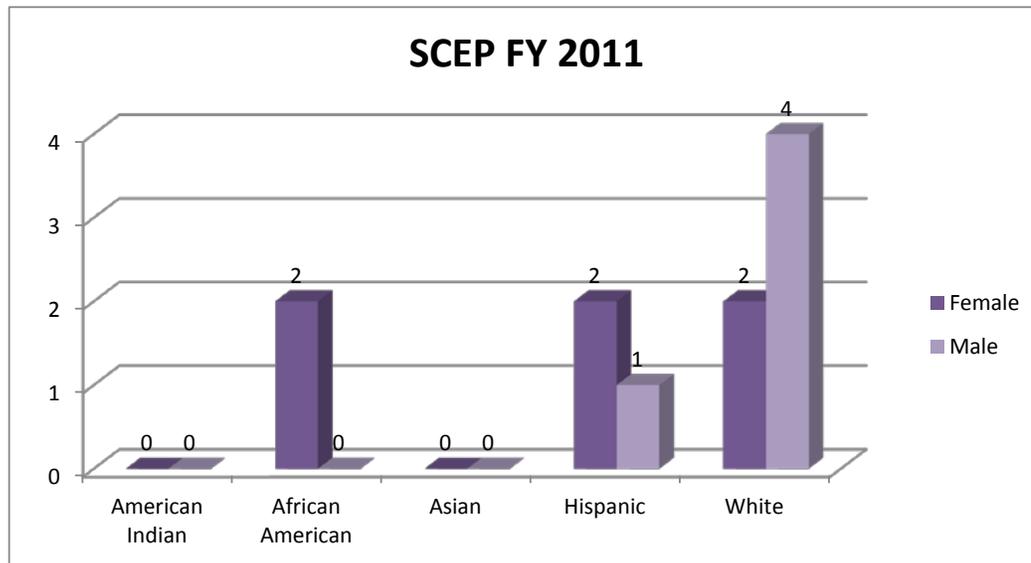
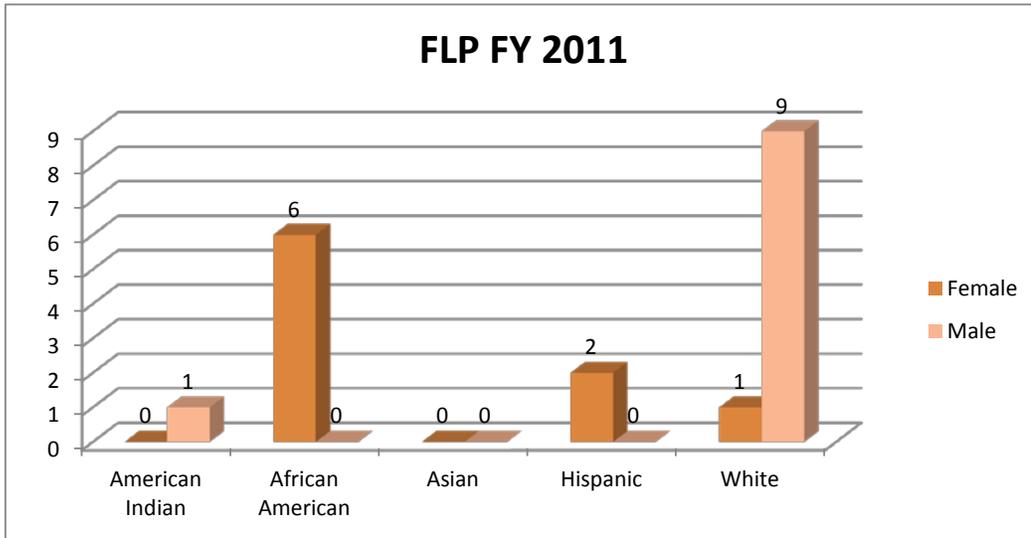
	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
2010	1	0	1	1	0	4	0	6	15	77
2011	1	0	0	1	0	6	0	6	15	78

Decrease in Asian female to 0, increases for African American males and White males. No change for American Indian female, Asian male, Hispanic male, and White female. No participation in SES for American Indian male, African American female, and Hispanic female in FY 2011.

Female SES in FY 2011, 16 or 14.9%; male SES, 91 or 85.1.%.

**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 is utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit, hire, train and develop these employees for career positions with NNSA.

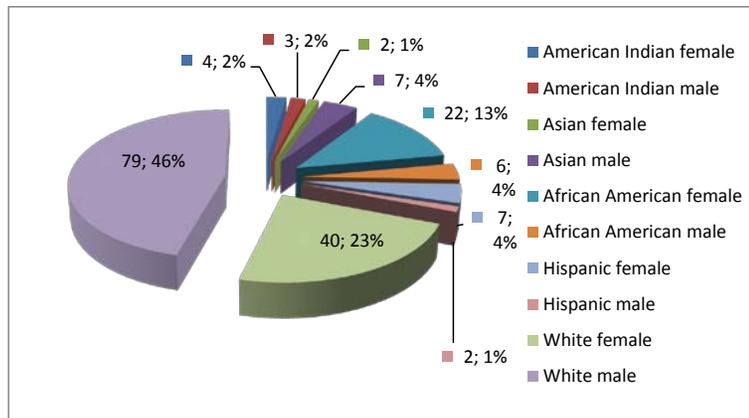
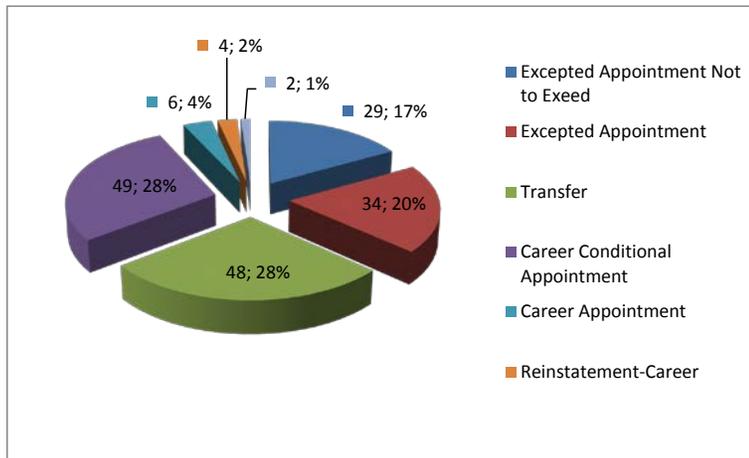


Minority Service Institutions Program

The MSI Internship Program allows participants a way to explore a future career. In FY 2011 NNSA had 43 MSI Interns. The program combines participant studies with on-the-job training and experience directly related to their academic program, enabling the participant to make more informed career choices in the future. For 10 weeks during the summer, participants have the opportunity to work on exciting projects at NNSA's laboratories, Federal field offices or with our small business partners. Many of our MSI interns with science, technology, engineering or mathematics backgrounds work in research environments with the nation's top scientists and engineers. See the Appendix for a listing of the current participating MSI's. More information on the NNSA MSI Internship Program is available at <http://nnsa.energy.gov/federalemloyment/applyforourjobs/howtoapply/studentvacancies/msivacancies>

**NNSA FY 2011
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011, there were 172 Accessions at NNSA. 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
Excepted Appointment Not to Exceed	0	1	1	2	5	3	1	0	8	8
Excepted Appointment	0	1	0	0	6	1	3	1	5	17
Transfer	2	1	0	1	9	2	3	1	11	18
Career Conditional Appointment	2	0	1	4	1	0	0	0	12	29
Career Appointment	0	0	0	0	1	0	0	0	1	4
Reinstatement-Career	0	0	0	0	0	0	0	0	2	2
Term Appointment Not to Exceed	0	0	0	0	0	0	0	0	1	1
Total	4	3	2	7	22	6	7	2	40	79

	American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
Permanent appointments in FY 2011	100.0%	33.0%	50.0%	71.0%	50.0%	33.0%	43.0%	50.0%	67.0%	68.0%
Temporary appointments in FY 2011	0.0%	67.0%	50.0%	28.0%	50.0%	67.0%	57.0%	50.0%	33.0%	32.0%

All females: 75 of the 172 Accessions and transfer in (43.6%). Temporary appointments = 29 (38.6% of 75); Permanent appointments = 46 (61.3% of 75).

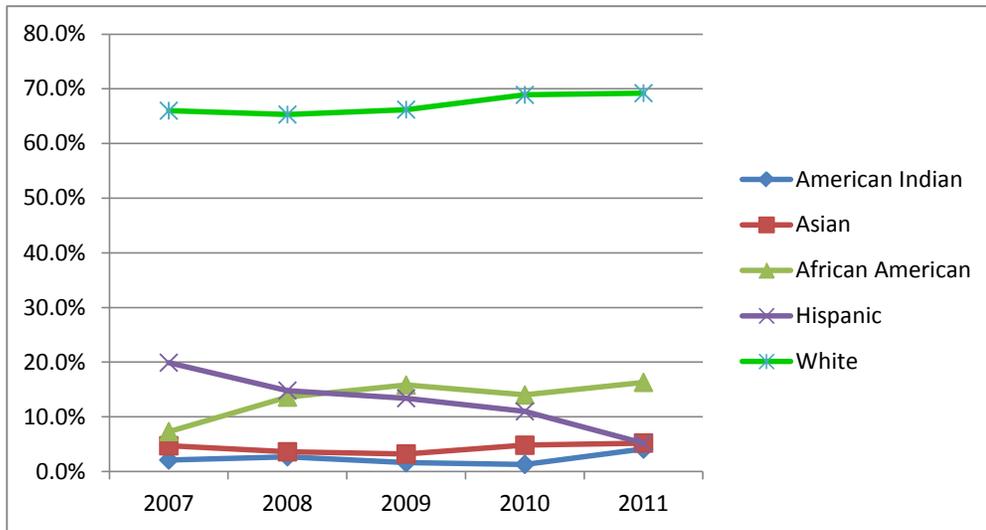
All males: 97 of the 172 Accessions and transfer in (56.4%). Temporary appointments = 34 (35.0%); Permanent appointments = 63 (64.9% of 97).

White females and minorities: 93 of the 172 Accessions and transfer in (54.1%). Temporary appointments = 38 (40.9% of 93); Permanent appointments = 55 (59.1% of 93).

White males: 79 of the 172 Accessions and transfer in (46.0%). Temporary appointments = 25 (31.6% of 79); Permanent appointments = 54 (68.3% of 79).

NNSA Historical Accessions

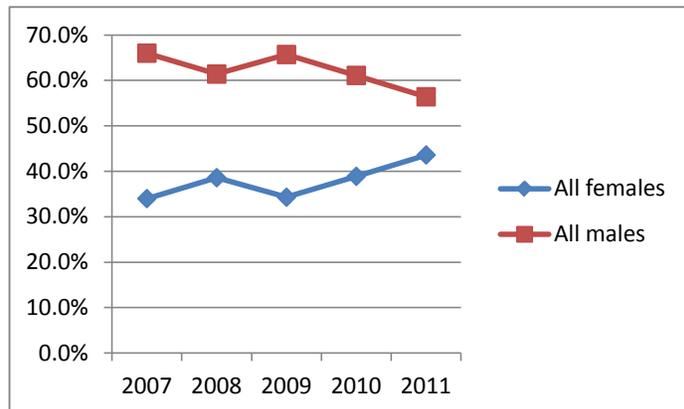
	American Indian	Asian	African American	Hispanic	White
2007	2.1%	4.7%	7.3%	19.9%	66.0%
2008	2.7%	3.6%	13.6%	14.8%	65.3%
2009	1.6%	3.2%	15.8%	13.4%	66.2%
2010	1.3%	4.8%	14.0%	11.0%	68.9%
2011	4.1%	5.2%	16.3%	5.2%	69.2%



Accessions and transfer in for White employees in the five-year period varies between 65.3% and 69.2% (2011). American Indian declined in 2009 and 2010, and returned upward in 2011. Asian declined in 2008 and 2009 and began an upward swing in 2010 which continued in 2011. African American went from single digit percentage in 2007 to double digits in 2008 and 2009, with a decline in 2010, and an upward swing of more than 2% points in 2011. Hispanic Accessions and transfer in have consistently declined from double digit percentage in 2007 to a low of 5.2% in 2011.

	All females	All males
2007	34.0%	66.0%
2008	38.6%	61.4%
2009	34.3%	65.7%
2010	38.9%	61.1%
2011	43.6%	56.4%

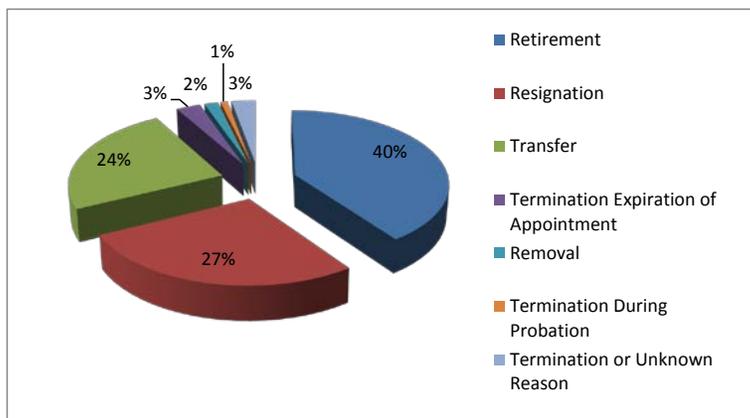
Female Accessions and transfer have gradually increased, with one down year, 2009. Male Accessions and transfer in have declined as a percentage of the total.



NNSA Separations

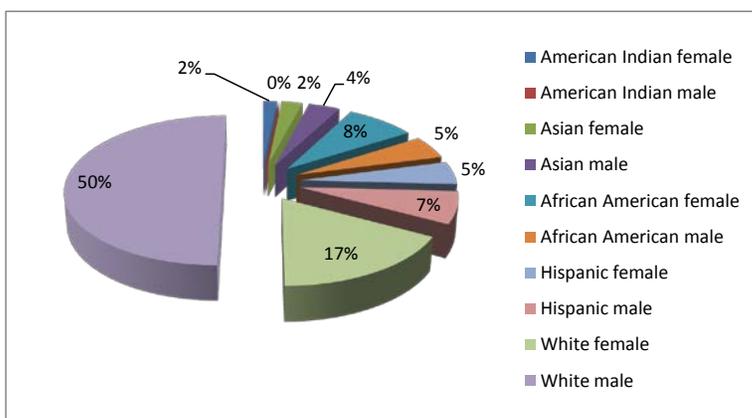
In FY 2011, there were a total of 244 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

Retirement	Resignation	Transfer	Termination Expiration of Appointment	Removal	Termination During Probation	Termination or Unknown Reason
98	67	59	7	4	2	7



American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
4	0	6	9	20	12	12	17	42	122

244



- American Indian female separations: 50% resignation; 25% retirement; and 25% separation other reasons.
- No American Indian male separations in FY 2011.
- Asian female separations: 67.7% resignation; 33.3% retirement.
- Asian male separations: 22.2% resignation; 55.5% retirement; and 22.2% separation other reasons.
- African American female separations: 25.0% resignation; 25.0% retirement; 30.0% transfer; and 20.0% separation other reasons.
- African American male separations: 25% resignation; 25.0% retirement; 33.0% transfer; and 17.0% separation other reasons.
- Hispanic female separations: 16.7% resignation; 41.7% retirement; 41.7% transfer.
- Hispanic male separations: 23.5% resignation; 52.9% retirement; 17.6% transfer.
- White female separations: 30.9% resignation; 50.0% retirement; 14.3% transfer; and 4.8% separation other reasons.
- White male separations: 26.2% resignation; 38.5% retirement; 28.6% transfer; and 6.5% separation other reasons.

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

NNSA Separations

In FY 2011, there were a total of 244 Separations. Separation data includes all Personnel Nature of Action Codes, "3".

	Retirement	Resignation	Transfer	Termination Expiration of Appointment	Removal	Termination During Probation	Termination or Unknown Reason	
Females	34	26	17	3	1	0	3	84
Males	64	41	42	4	3	2	4	160
								244

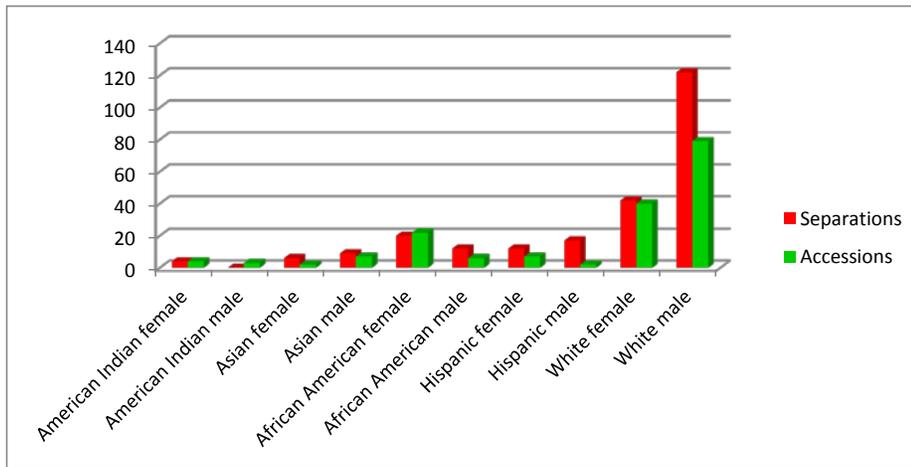
"Separation other reasons" includes expiration of appointment, termination during probation, termination, and removal.

Female separations totaled 84, or 34.4% of the 244.
Male separations totaled 160, or 65.6% of the 244.

Female separations: 26 resignations (38.8% of all female separations); 17 transfers (28.8%); 34 retirements (34.7%); 7 separation other reasons (8.3%).

Males separations: 41 resignations (61.2% of all male separations); 42 transfers (71.2%); 64 retirements (65.3%); and 13 separation other reasons (8.1%).

	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
2011 Separations	4	0	6	9	20	12	12	17	42	122	244
Accessions	4	3	2	7	22	6	7	2	40	79	172



Separations equal accessions for American Indian females.
Separations exceed accessions for Asian females and males, African American males, Hispanic females and males, and White females and males.
Separations were less than accessions for American Indian males and African American females.

**NNSA Separations
Historical**

Separations

	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
2007	1	1	0	2	5	11	21	23	34	119	217
2008	0	2	4	4	21	10	18	23	43	131	256
2009	1	3	3	6	14	10	16	15	36	98	202
2010	1	1	3	8	16	10	19	16	41	87	202
2011	4	0	6	9	20	12	12	17	42	122	244
Total	7	7	16	29	76	53	86	94	196	557	1121
	0.6%	0.6%	1.4%	2.6%	6.8%	4.7%	7.7%	8.4%	17.5%	49.7%	

In the five-year period, 2007 - 2011, there have been 1121 separations, compared to 1206 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
2007	1	3	1	8	9	5	16	22	38	88	191
2008	8	1	8	4	27	19	26	24	61	159	337
2009	0	4	3	5	17	23	16	18	51	117	254
2010	1	2	2	9	19	14	17	11	59	118	252
2011	4	3	2	7	22	6	7	2	40	79	172
Total	14	13	16	33	94	67	82	77	249	561	1206

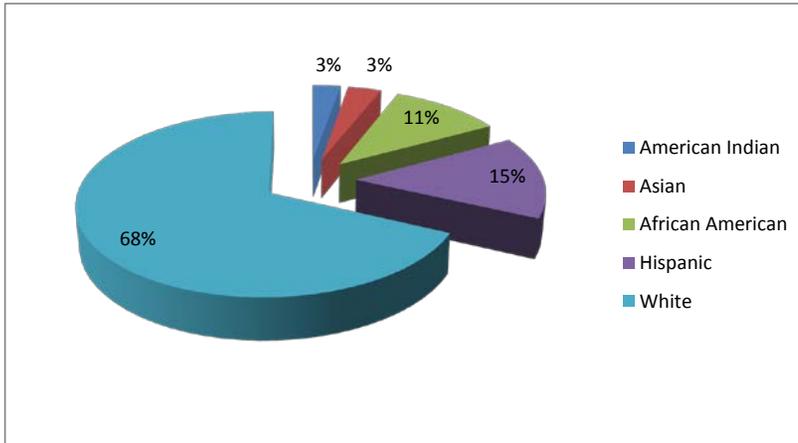
Five year Separations compared to Accessions by race and gender:

- American Indian female accessions exceed separations.
- American Indian males accessions exceed separations.
- Asian female separations and accessions are equal.
- Asian male separations are less than accessions.
- African American female separations are less than accessions.
- African American male separations are less than accessions.
- Hispanic female separations exceed accessions, by 4.
- Hispanic male separations exceed accessions significantly (double digits).
- White female separations are less than accessions.
- White male separations are less than accessions.

Promotions

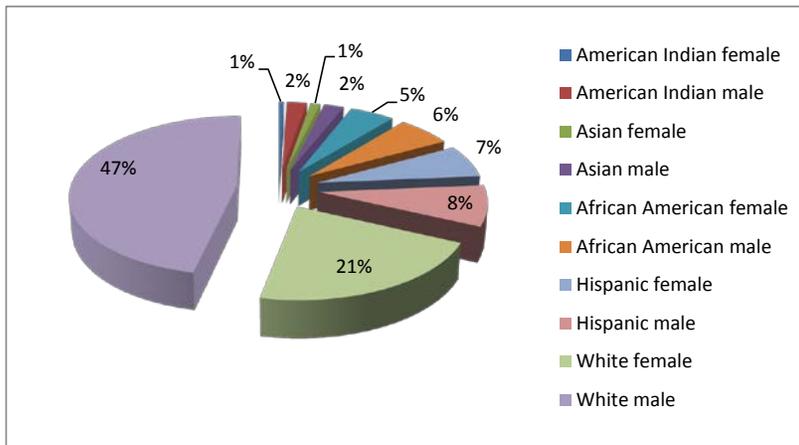
In FY 2011, there 182 promotions at NNSA. Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

American Indian	Asian	African American	Hispanic	White	Total
5	6	20	27	124	182



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
1	4	2	4	9	11	12	15	39	85	182

FY 2011



In FY 2011, females received 63 promotions (34.6% of the total). Males received 119 promotions (65.4%).

	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
2007	6	3	6	11	23	17	37	42	74	254	473
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
Total	15	12	21	36	76	57	121	163	240	750	1491
	1.0%	0.8%	1.4%	2.4%	5.1%	3.8%	8.1%	10.9%	16.1%	50.3%	



APPENDIX

Year-End Workforce Diversity



The Secretary of Energy
Washington, DC 20585

March 3, 2011

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM: STEVEN CHU 

SUBJECT: Equal Employment Opportunity and Diversity
Policy Statement

The Department of Energy's mission is critical to our Nation's success. We are charged with advancing our country's national and energy security, and harnessing science to solve our energy and climate change problems. Maximizing our impact, a key to our continued success – and to America's prosperity in the 21st century – lies in our ability to attract, retain, and nurture the best and the brightest from all walks of life. The DOE management principle, "We will treat our people as our greatest asset," is a principle all DOE employees should carry out every day.

To this end, I expect all Department and contractor employees to fully embrace the concepts of equal employment opportunity (EEO) and diversity in the workplace. Equal employment opportunity means that applicants and employees are not subject to prohibited discrimination in any aspect of employment. Prohibited discrimination includes discrimination or reprisal on the basis of race, color, sex, religion, national origin, age, disability (physical or mental), sexual orientation, parental status, or protected genetic information. EEO mandates that all employment-related decisions be based on merit and not on prohibited discriminatory factors. Prohibited discrimination is not tolerated at the Department of Energy and appropriate corrective and/or disciplinary action will be taken where it is found to have occurred.

At DOE, diversity is more than just an abstract concept and goes beyond compliance with EEO requirements. Rather, diversity is a core value and strategic business imperative. It is an important consideration in every aspect of what we do.

Together, we foster a culture of inclusion, mutual trust, and respect. This allows all employees equal opportunities to achieve their full potential. As long as we continue to embrace the concepts of EEO and diversity, I believe that the Department will continue to maintain its world-class status and position itself more effectively to accomplish the important mission entrusted to us by the American people.



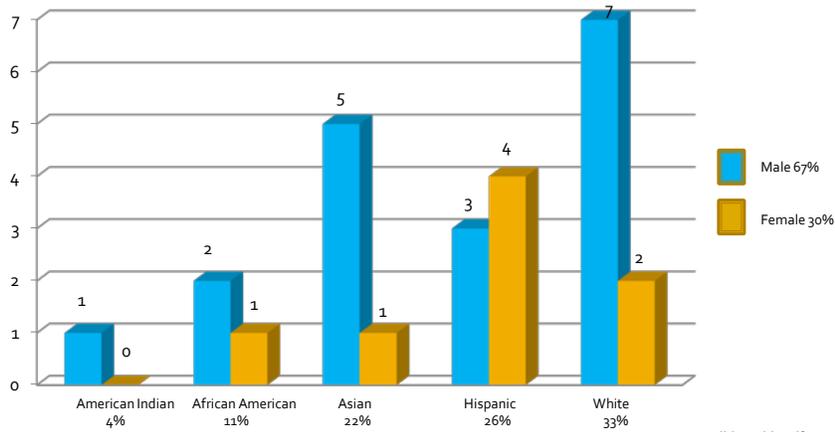
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

Future Leaders Program FY 2005

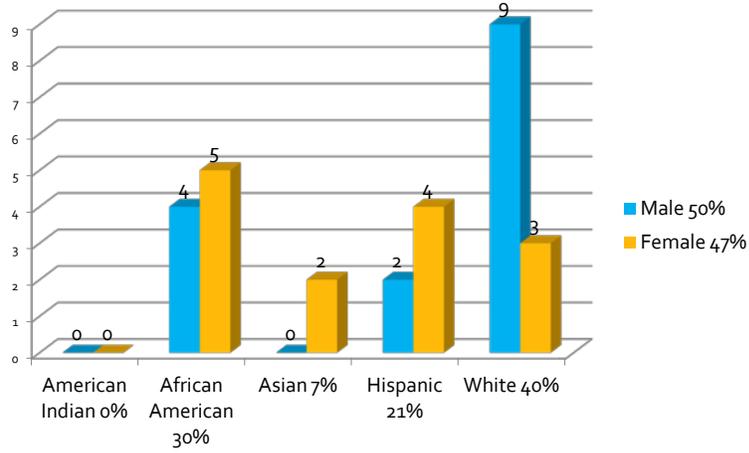


1 did not identify

* TOTAL = 27

2

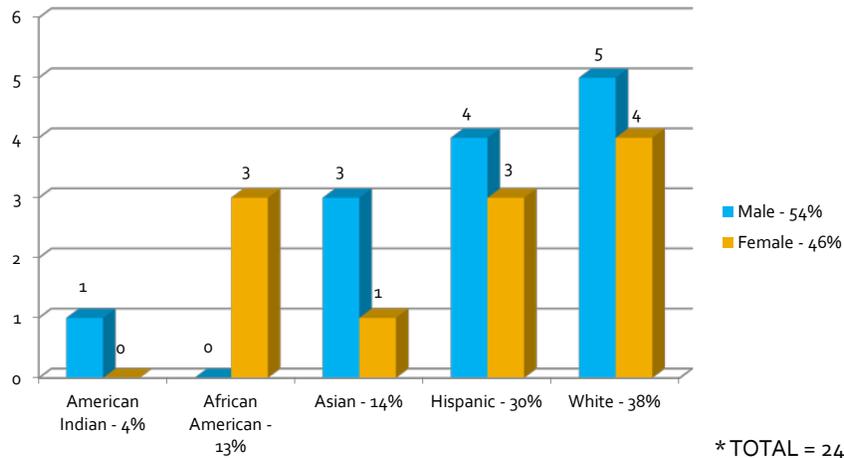
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

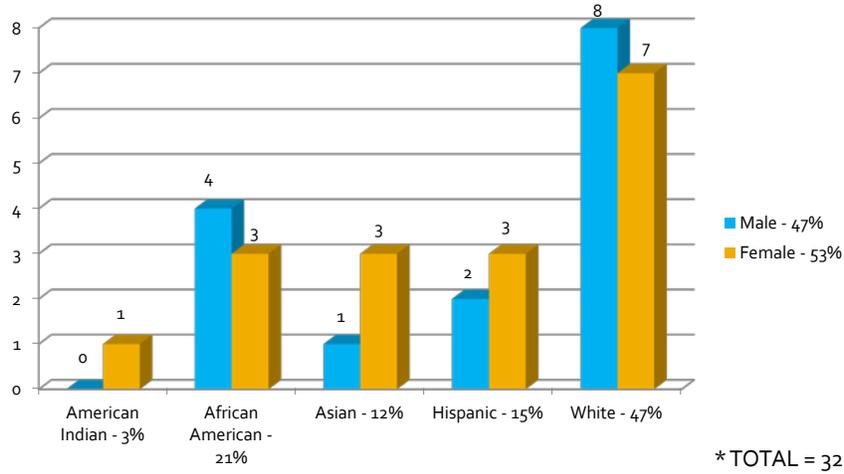
Future Leaders Program FY2007



* TOTAL = 24

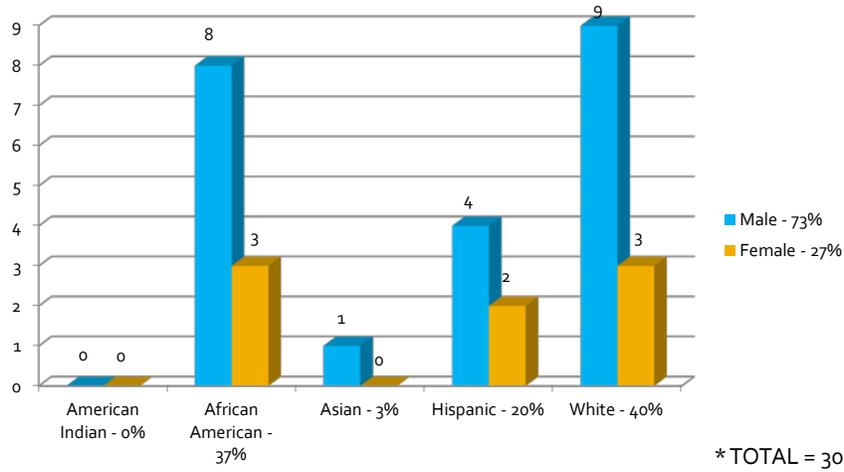
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Future Leaders Program FY 2008



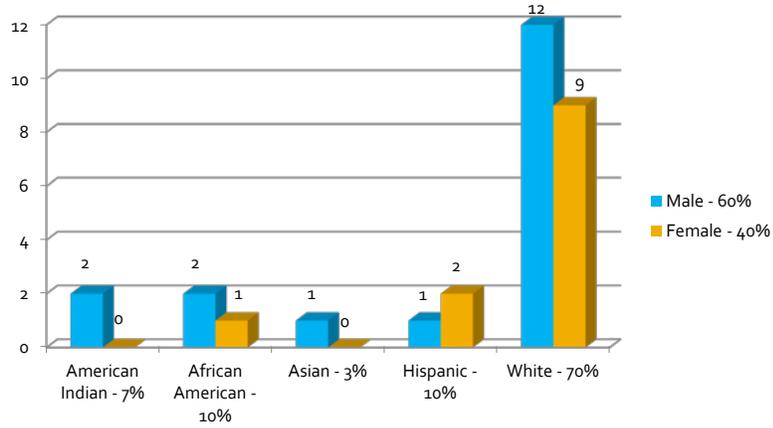
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Future Leaders Program FY 2009



6

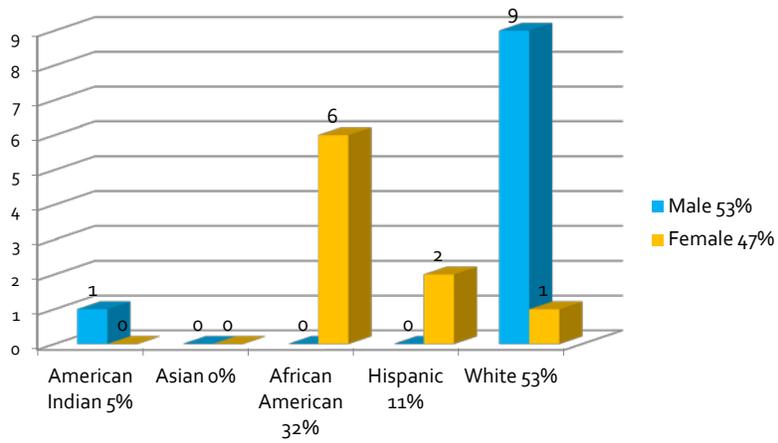
Future Leaders Program FY 2010



* TOTAL = 30

7

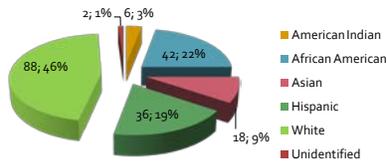
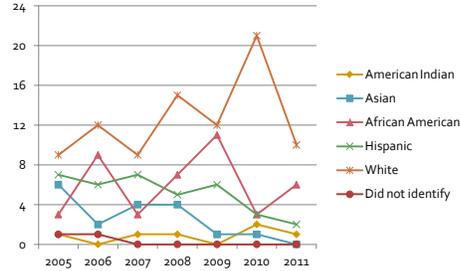
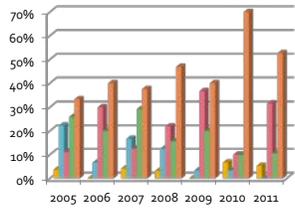
Future Leaders Program FY 2011



* TOTAL = 19

8

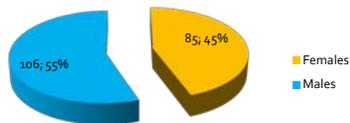
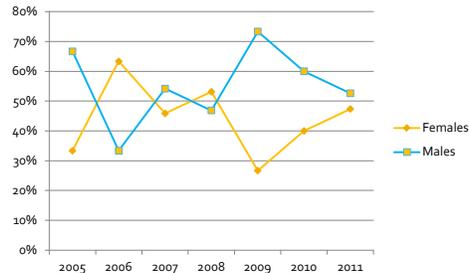
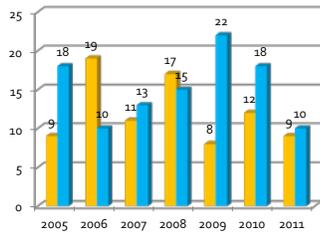
FLP Trend (2005 through 2011)



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)

FLP Trend (2005 through 2011)



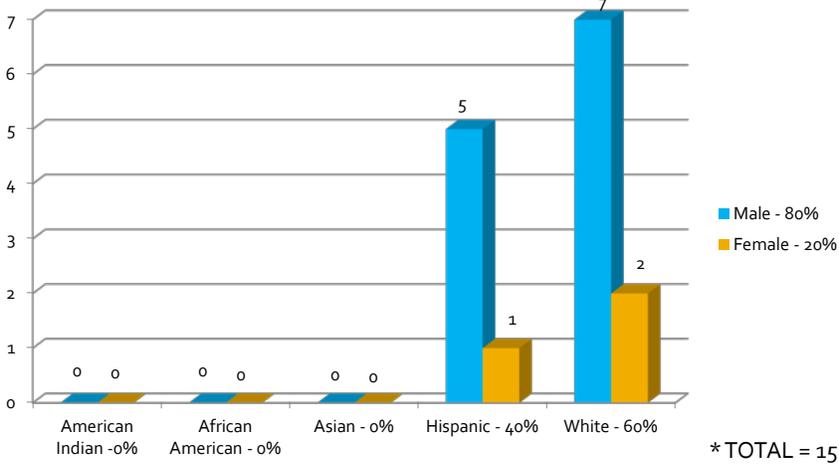
192 FLP participants from 2005-2011.
 Note: one unidentified by gender.

Future Leaders Program Retention

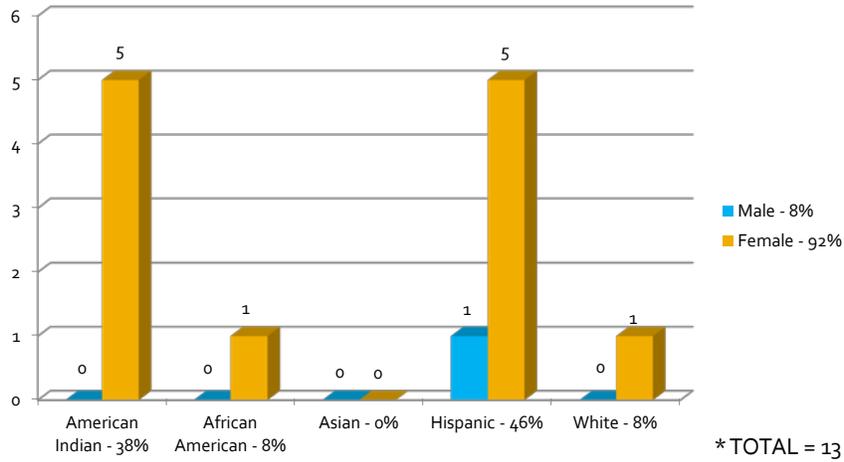
Year 6						77% of 27
Year 5					70% of 30	77% of 27
Year 4				96% of 24	93% of 30	88% of 27
Year 3			84% of 32	96% of 24	93% of 30	92% of 27
Year 2		90% of 30	100% of 32	100% of 24	97% of 30	92% of 27
Year 1	100% of 30	100% of 30	100% of 32	100% of 24	100% of 30	100% of 27
	FLP 2010	FLP 2009	FLP 2008	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, one year after hire, 100% still on board; six years later, September 2011 there are 21 of the 27 still with NNSA.

SCEP FY2007

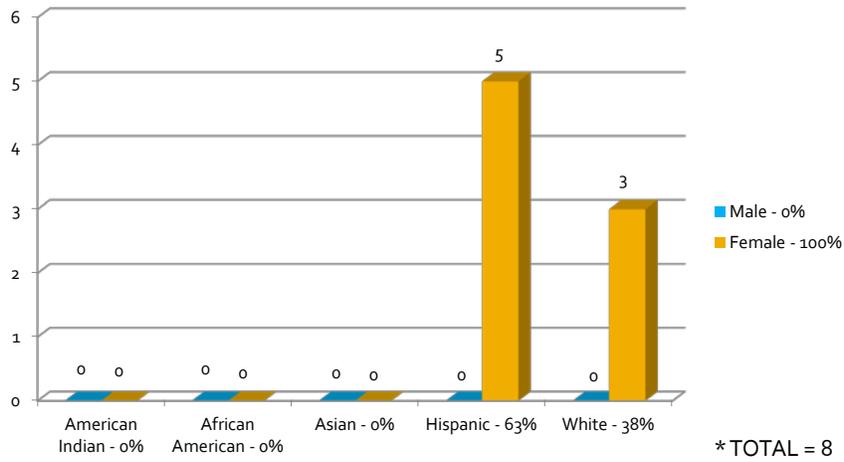


SCEP FY 2008



13

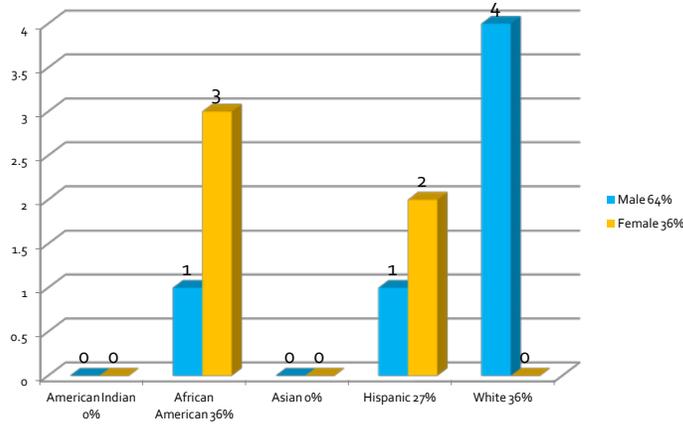
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

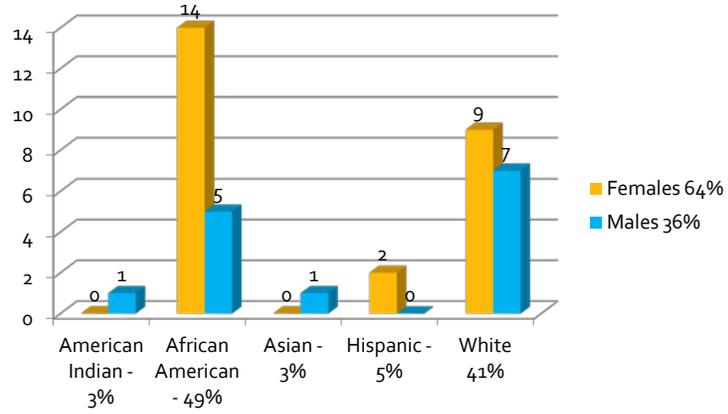
SCEP Retention

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

*No SCEP class of FY 2010

16

STEP FY 2011



TOTAL = 39

17

NNSA
 NA-1.2 Office of Civil Rights, Albuquerque Complex

Equal Employment Opportunity: Collaborating for Mission Success

