



U.S. DEPARTMENT OF
ENERGY



Fiscal Year 2011
Year-End Workforce Diversity

Site Office Manager
Pantex Site Office

Prepared March 2012
Office of Civil Rights, NNSA, NA 1.2, Albuquerque Complex
PO Box 5400
Albuquerque, NM 87185

(505) 845-5517 / Fax (505) 845-4963
TTY 866-872-1011

<http://nnsa.energy.gov/aboutus/ouoperations/managementandbudget/civrights>

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

Debra Parrish, Manager (505) 845-6021
Karen R. Harger, EEO Specialist, (505) 845-6668
Patty Padilla, EEO Specialist, (505) 845-4976
Denise Ramos, EEO Specialist, (505) 845-5920
Suzanne Sandoval, EEO Specialist, (505) 845-6385
Michelle Poulson, EEO Assistant, (505) 845-5517

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.

Debra Parrish
EEO Manager
Office of Civil Rights

Equal Employment Opportunity: Collaborating for Mission Success

TABLE OF CONTENTS

FY 2011 Workforce Diversity: Pantex Site Office Site Office Manager

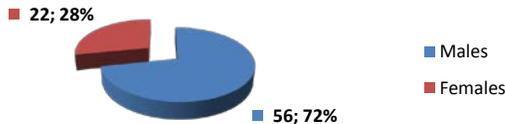
Welcome, Equal Employment Opportunity Manager, 2
Snap-shot, changes from Fiscal Year 2009 to Fiscal Year 2010, 4
Personnel by Percentage, 6
Comparisons to Other Workforces and the Civilian Labor Force, 7
Male and Female participation in the NNSA workforce, 8
Manager and Supervisor Workforce, 9
FY 2011 Future Leaders Program and Student Career Experience Program, 10
Accessions, 11
Separations, 13
Promotions, 17
Appendix, 18
▪ Secretary of Energy Equal Employment Opportunity and Diversity Statement
▪ Future Leader's Program, Historical Data
▪ Student Career Experience Program Historical Data
▪ Student Temporary Employment Program, FY 2011

**Workforce Diversity
Pantex Site Office
As of September 24, 2011**

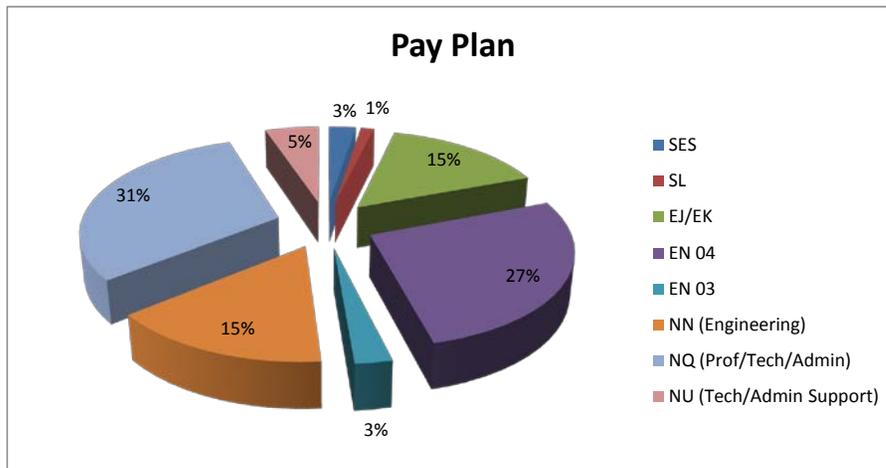
TOTAL WORKFORCE			
YEAR	2010	2011	CHANGE
Total number of employees	81	78	-3.70% ↓
GENDER			
YEAR	2010	2011	CHANGE
Males	57	56	-1.75% ↓
Females	21	22	4.76% ↑

PAY PLAN			
YEAR	2010	2011	CHANGE
SES	2	2	0.00% /
SL	1	1	0.00% /
EJ/EK	12	12	0.00% /
EN 04	21	21	0.00% /
EN 03	3	2	-33.33% ↓
NN (Engineering)	12	12	0.00% /
NQ (Prof/Tech/Admin)	25	24	-4.00% ↓
NU (Tech/Admin Support)	5	4	-20.00% ↓

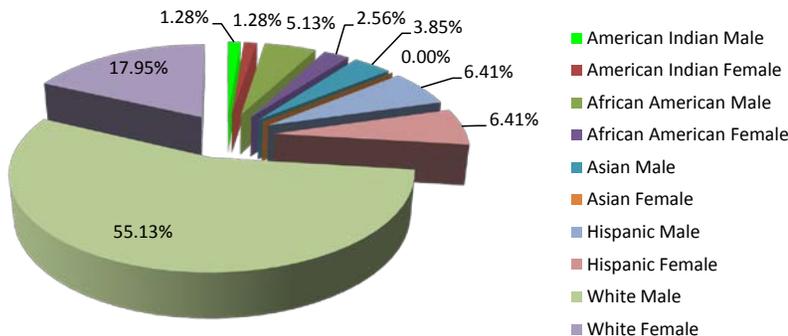
Gender



Pay Plan



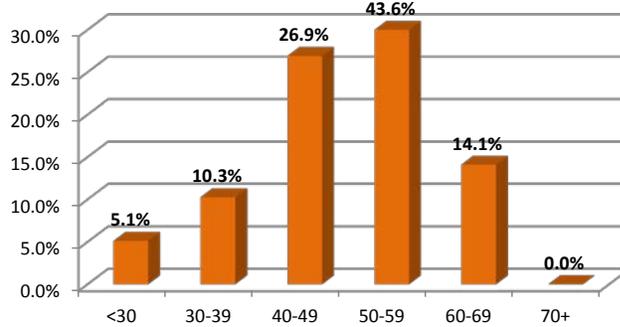
DIVERSITY					
YEAR	2010	2011	CHANGE	%of 2011 Workforce	2000 Civilian Labor Force (2010 Census not available as of Oct. 2011)
American Indian Male	1	1	0.00% /	1.28%	0.34%
American Indian Female	0	1	100.00% ↑	1.28%	0.32%
African American Male	3	4	33.33% ↑	5.13%	4.84%
African American Female	4	2	-50.00% ↓	2.56%	5.66%
Asian Male	3	3	0.00% /	3.85%	1.92%
Asian Female	0	0	0.00% /	0.00%	1.71%
Hispanic Male	6	5	-16.67% ↓	6.41%	6.17%
Hispanic Female	5	5	0.00% /	6.41%	4.52%
White Male	44	43	-2.27% ↓	55.13%	39.03%
White Female	15	14	-6.67% ↓	17.95%	33.74%



**Workforce Diversity
Pantex Site Office (PSO)
As of September 24, 2011**

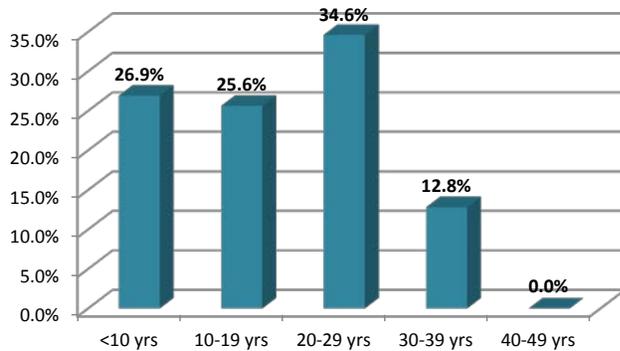
SPECIAL			
YEAR	2010	2011	CHANGE
DISABILITY	3	4	33.33% ↑
VETERANS	19	18	-30.77% ↓

Age Groups as a Percentage of the PSO Workforce



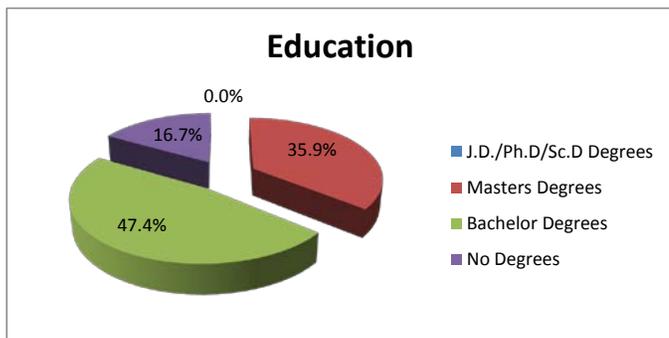
AGE			
YEAR	2010	2011	CHANGE
AVERAGE AGE	49.9	50.3	0.80% ↑
UNDER 30	6	4	-33.33% ↓
30-39	6	8	33.33% ↑
40-49	23	21	-8.69% ↓
50-59	36	34	-5.55% ↓
60-69	10	11	10.00% ↑
70 AND UP	0	0	0.00% /

Years of Federal Service



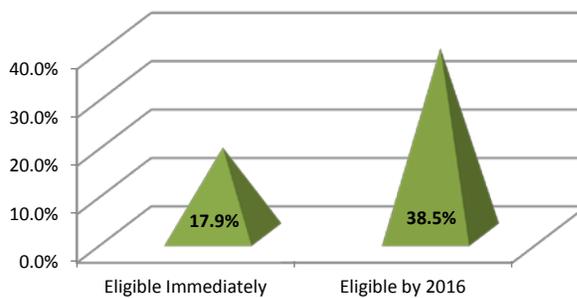
YEARS OF FEDERAL SERVICE			
YEAR	2010	2011	CHANGE
AVERAGE LENGTH	18.2	18.1	-0.55% ↓
LESS THAN 10 YEARS	20	21	5.00% ↑
10-19 YEARS	23	20	-13.04% ↓
20-29 YEARS	27	27	0.00% /
30-39 YEARS	11	10	-9.09% ↓
40-49 YEARS	0	0	0.00% /

EDUCATION			
YEAR	2010	2011	CHANGE
J.D./Ph.D/Sc.D Degrees	1	0	-100.00% ↓
Masters Degrees	28	28	0.00% /
Bachelors Degrees	38	37	-2.63% ↓
No Degrees	14	13	-7.14% ↓



RETIREMENT			
YEAR	2010	2011	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	11	14	-27.27% ↓
ELIGIBLE TO RETIRE BY 9/25/2016	30	30	0.00% /

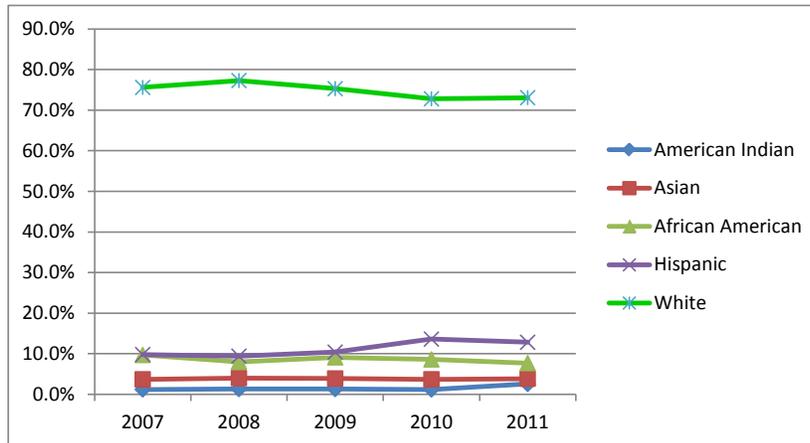
Retirement Eligibility



SUPERVISOR RATIO			
YEAR	2010	2011	CHANGE
SUPERVISORS	13	14	7.69% ↑
SUPERVISORS RATIO	5.2 to 1	5 to 1	-3.85% ↓

**PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Pantex Site Office (PSO)**

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.0%	1.2%	0.0%	1.3%	0.0%	1.3%	0.0%	1.2%	1.3%	1.3%
Asian	0.0%	3.7%	0.0%	4.0%	0.0%	3.9%	0.0%	3.7%	0.0%	3.9%
African American	1.2%	8.5%	2.7%	5.3%	5.2%	3.9%	4.9%	3.7%	2.6%	5.1%
Hispanic	4.9%	4.9%	2.7%	6.7%	3.9%	6.5%	6.2%	7.4%	6.4%	6.4%
Total Minorities	6.1%	18.3%	5.4%	17.3%	9.1%	15.6%	11.1%	16.0%	10.3%	16.7%
Non-Minorities	14.6%	61.0%	16.0%	61.3%	15.6%	59.7%	18.5%	54.3%	18.0%	55.1%



Participation in the PSO 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 PSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
American Indian female	2008 - 2010 -- 0.0%	2011 -- 1.3%	0.32%
American Indian male*	2007; 2010 -- 1.2%	2008; '09; '11 -- 1.3%	0.34%
Asian female**	N/A	N/A	1.71%
Asian male***	2007 & 2010 -- 3.7%	2008 -- 4.0%	1.92%
African American female	2007 -- 1.2%	2009 -- 5.2%	5.66%
African American male	2009 -- 3.9%	2007 -- 8.5%	4.84%
Hispanic female***	2008 -- 2.7%	2011 -- 6.4%	4.52%
Hispanic male	2007 -- 4.9%	2010 -- 7.4%	6.17%
White female	2007 -- 14.6%	2010 -- 18.5%	33.74%
White male	2010 -- 54.3%	2007 -- 61.0%	39.03%

The importance of the above is to look at the PSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, December 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 under-represented when compared to the CLF. Example: PSO no Asian females on-board in the five-year period, below the CLF. White females numbers through all five years' of analysis, well below the 2000 CLF.

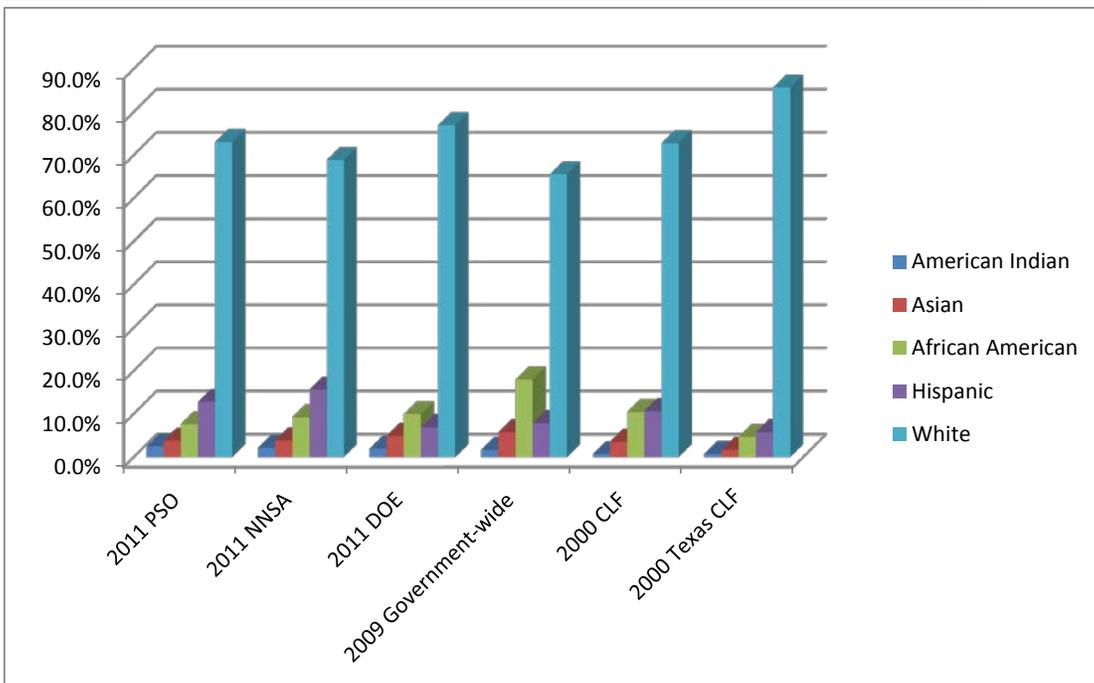
- * No change in on-board number 2007 - 2011
- ** No on-board in the five-year period
- *** No change in the on-board number 2010 to 2011

Comparisons to Other Workforces and the Civilian Labor Force

Pantex Site Office (PSO)

The Charts on this page depict the workforce diversity of PSO compared to NNSA-wide; 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, December 2011); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, December 2011).

	American Indian	Asian	African American	Hispanic	White
2011 PSO	2.6%	3.9%	7.7%	12.8%	73.1%
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%
2000 Texas CLF	0.8%	1.7%	4.7%	5.8%	85.7%



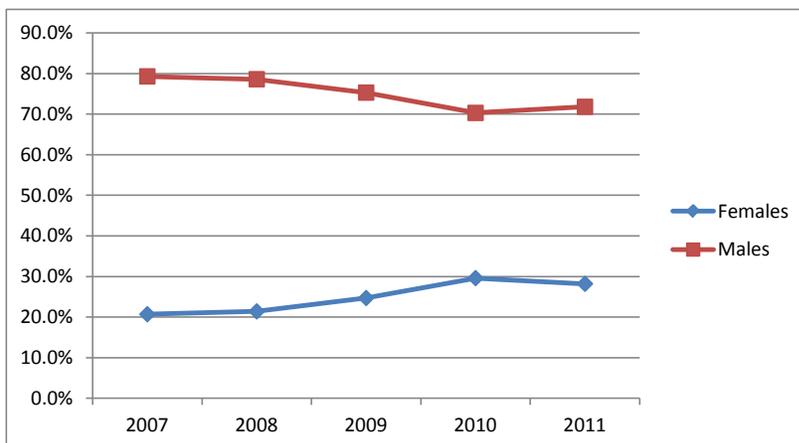
PSO employee population participation as compared to other workforces (above, below, or equal to):

- American Indian participation is **above** all comparators.
- Asian participation is **equal** to that of NNSA-wide; **below** DOE-wide and the 2009 federal government; and **above** the 2000 CLF and the 2000 state of Texas CLF.
- African American participation is **below** NNSA-wide; DOE-wide; 2009 federal government; and the 2000 CLF; and **above** the 2000 Texas CLF.
- Hispanic participation is **below** NNSA-wide; and **above** DOE-wide; 2009 federal government; the 2000 CLF; and the 2000 Texas CLF.
- White participation is **above** NNSA-wide, 2009 federal government, and the 2000 CLF; and **below** DOE-wide and 2000 Texas CLF.

The **above/below** comparison is intended to give managers and supervisors participation rates by various groups, so that when a vacancy is anticipated, the managers and supervisors can work with the Office of Human Capital Management; or the Diversity and Outreach Manager, to increase recruitment, and broaden the applicant pool, for the vacancy.

PERSONNEL BY PERCENTAGE - 5 YEAR DATA
Pantex Site Office (PSO)
By Gender

	Sep 2007		Sep 2008		Sep 2009		Sep 2010		Sep 2011	
	Female	Male								
American Indian	0.0%	1.2%	0.0%	1.3%	0.0%	1.3%	0.0%	1.2%	1.3%	1.3%
Asian	0.0%	3.7%	0.0%	4.0%	0.0%	3.9%	0.0%	3.7%	0.0%	3.9%
African American	1.2%	8.5%	2.7%	5.3%	5.2%	3.9%	4.9%	3.7%	2.6%	5.1%
Hispanic	4.9%	4.9%	2.7%	6.7%	3.9%	6.5%	6.2%	7.4%	6.4%	6.4%
Total Minorities	6.1%	18.3%	5.4%	17.3%	9.1%	15.6%	11.1%	16.0%	10.3%	16.7%
Non-Minorities	14.6%	61.0%	16.0%	61.3%	15.6%	59.7%	18.5%	54.3%	18.0%	55.1%



Participation in the PSO 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 PSO workforce.

	Year(s) - Low %	Year(s) - High %	2000 CLF
PSO females	2007 -- 20.7%	2010 -- 29.6%	46.77%
PSO males	2010 -- 70.3%	2007 -- 79.3%	53.23%

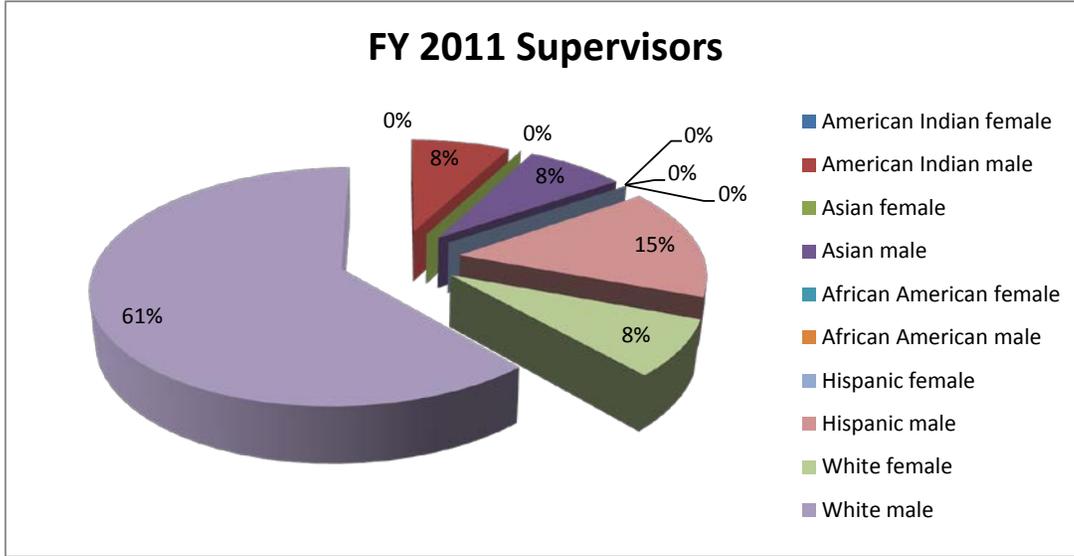
The importance of the above is to look at the PSO workforce as reflective of the Civilian Labor Force (CLF). As of this report, November 2011, the Census Bureau and EEOC had not yet released the 2010 CLF results from the 2010 Census.

	Females	Males
2007	20.7%	79.3%
2008	21.4%	78.6%
2009	24.7%	75.3%
2010	29.6%	70.3%
2011	28.2%	71.8%

In the five-year period, 2007-2011, female participation remains below the 2000 CLF in all five years, slightly increasing each year over the previous year. Male participation remains well above the 2000 CLF in all five years, dropping each year from the previous year, yet still well above the CLF.

**Pantex Site Office
Supervisory 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	0	1	0	1	0	0	0	3	1	7
FY 2011	0	1	0	1	0	0	0	2	1	8

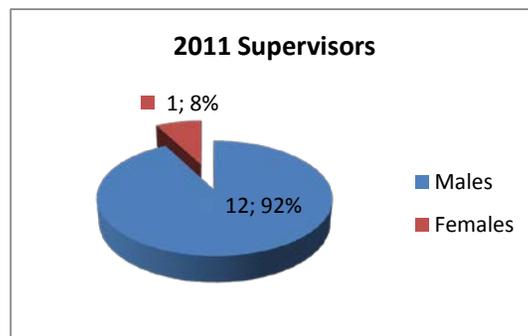
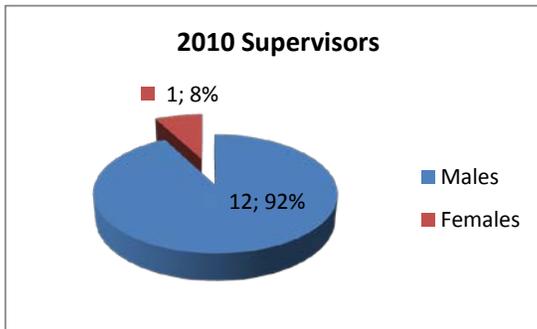


No change in total number of supervisors from FY 2010 to FY 2011.

No change for American Indian male; Asian male; and White female.

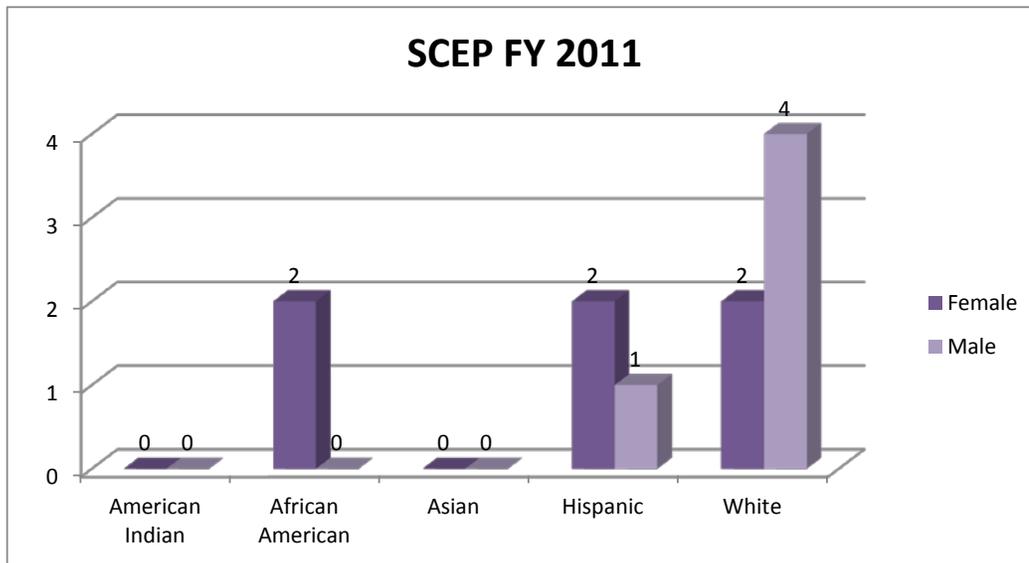
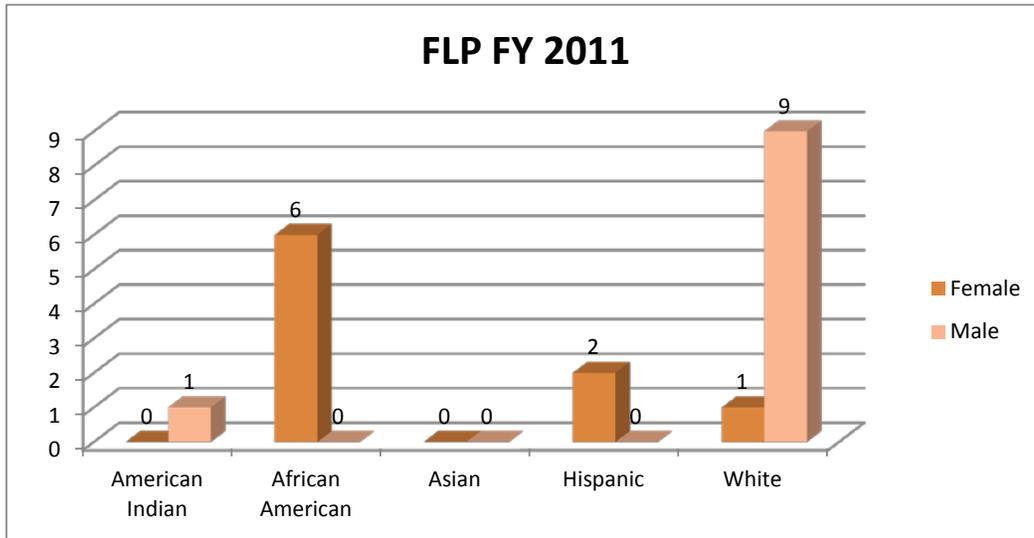
Decrease of 1, for Hispanic male supervisors.

Increase of 1, for White male supervisors.



**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.



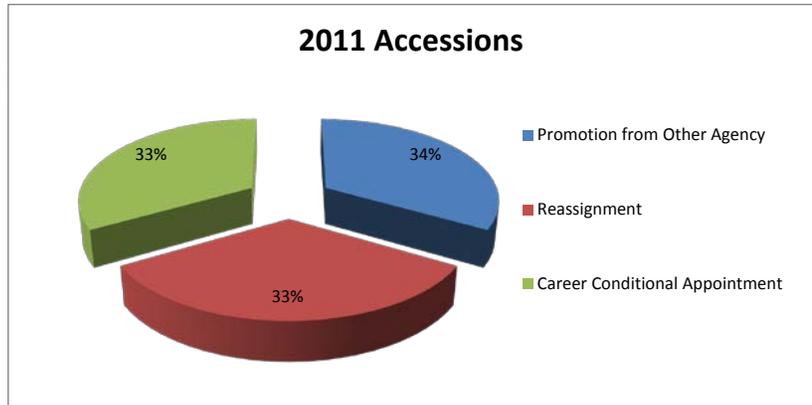
Minority Serving Institutions Program

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/federalemployment/applyforourjobs/howtoapply/studentvacancies/msivacancies>

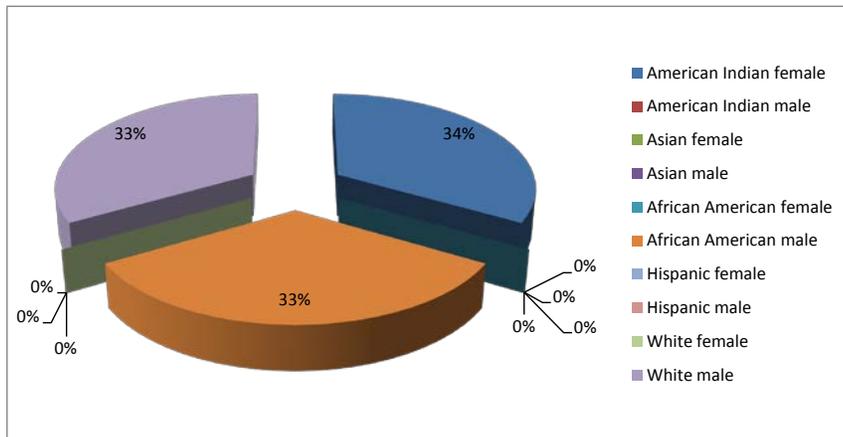
**Pantex Site Office - FY 2011
Accessions**

Accessions includes temporary and permanent appointments. In FY 2011 there were 3 Accessions and transfer in at Pantex Site Office (PSO). Transfer includes transfer from other federal agency as well as other among NNSA organizations.

Promotion from Other Agency	1
Reassignment	1
Career Conditional Appointment	1
Total	<u>3</u>



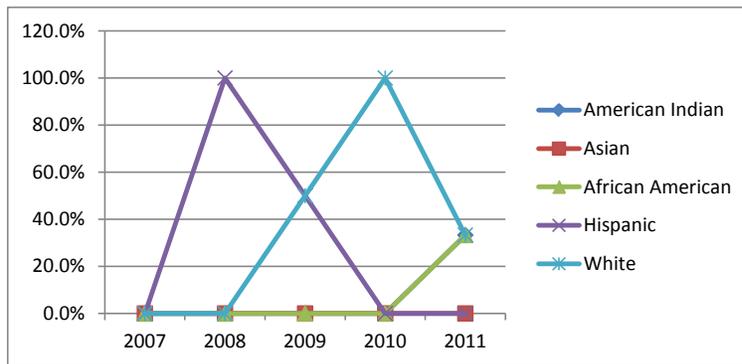
American Indian female	American Indian male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male
1	0	0	0	0	1	0	0	0	1



**Pantex Site Office - FY 2011
Historical Accessions**

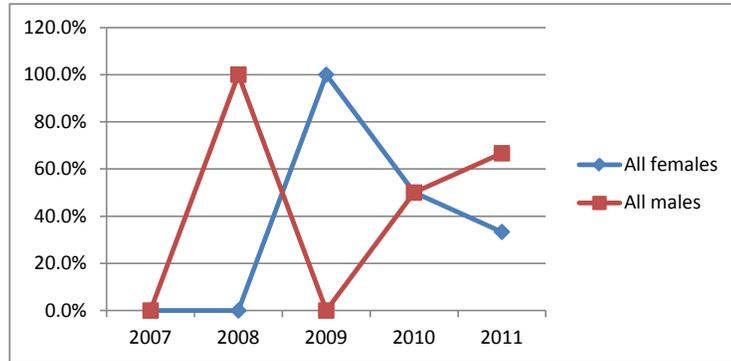
	American Indian	Asian	African American	Hispanic	White
2007	0.0%	0.0%	0.0%	0.0%	0.0%
2008	0.0%	0.0%	0.0%	100.0%	0.0%
2009	0.0%	0.0%	0.0%	50.0%	50.0%
2010	0.0%	0.0%	0.0%	0.0%	100.0%
2011	33.3%	0.0%	33.3%	0.0%	33.3%

	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
2007	0	0	0	0	0	0	0	0	0	0	0
2008	0	0	0	0	0	0	0	1	0	0	1
2009	0	0	0	0	0	0	1	0	1	0	2
2010	0	0	0	0	0	0	0	0	1	1	2
2011	1	0	0	0	0	1	0	0	0	1	3
Total	1	0	0	0	0	1	1	1	2	2	8
	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	12.5%	25.0%	25.0%	



There have been no American Indian male, no Asian males or females; and no African American female accessions into PSO in the five-year period, 2007 - 2011. All other groups had representation in accessions in at least one of the years analyzed.

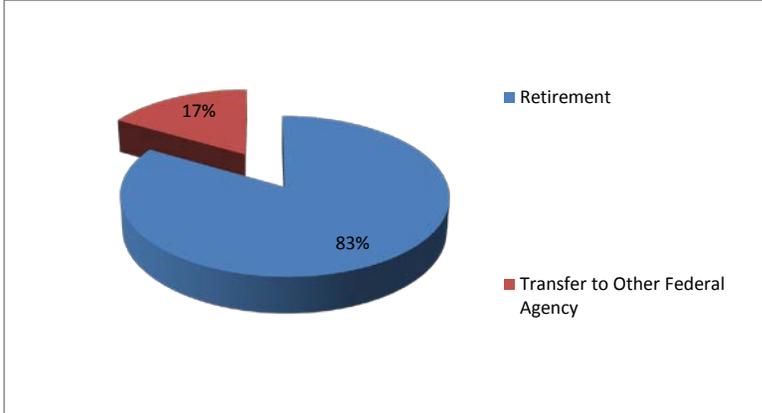
	All females	All males
2007	0.0%	0.0%
2008	0.0%	100.0%
2009	100.0%	0.0%
2010	50.0%	50.0%
2011	33.3%	66.7%



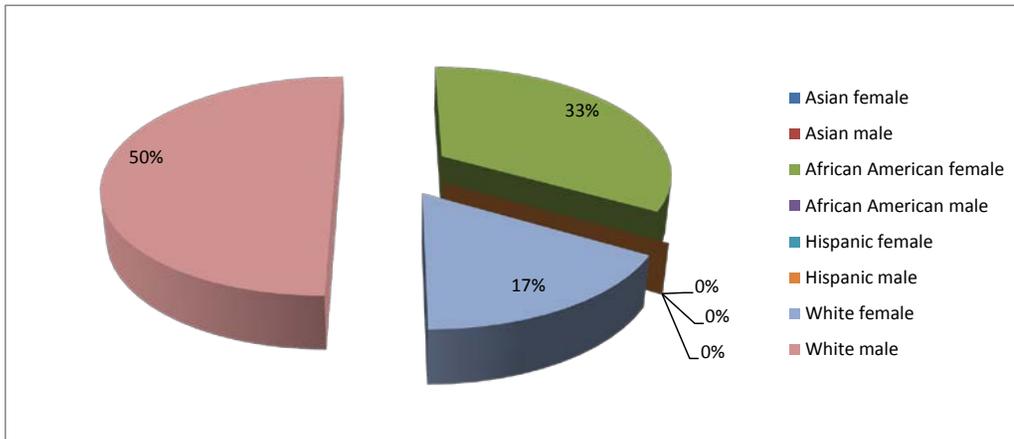
**Pantex Site Office - FY 2011
Separations**

In FY 2011 there were a total of 6 separations from PSO. Separation data includes all Personnel Nature of Action Codes, "3".

Retirement	Transfer to Other Federal Agency	Total
5	1	6



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	0	0	2	0	0	0	1	3	6



FY 2011 PSO Separations:

- White male separations, 3 total: all retirements
- White female separations, 1 total: retirement
- African American female separation, 2 total: 1 retirement; 1 transfer to other federal agency

**Pantex Site Office
Separations - FY 2011**

In FY 2011 there were a total of 6 Separations from PSO. Separation data includes all Personnel Nature of Action Codes, "3".

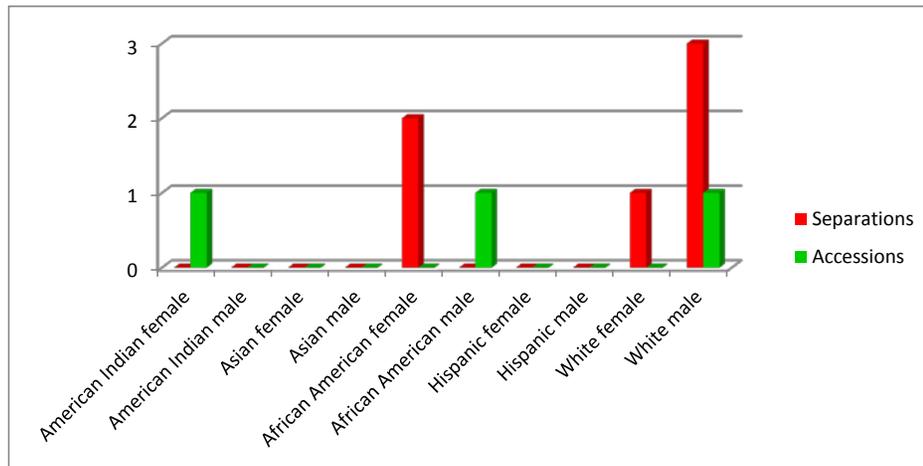
	Retirement	Transfer to Other Federal Agency	Total
Females	2	1	3
Males	3	0	3
			<u>6</u>

Female separations totaled 3, or 50.0% of the 6.
Male separations totaled 3, or 50.0% of the 6.

Female separations: 2 retirements, 66.7% of all female separations; and 1 transfer to other federal agency, 33.3% of all female separations.

Males separations: 3 retirements.

	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	0	0	0	0	2	0	0	0	1	3	6
Accessions	1	0	0	0	0	1	0	0	0	1	3



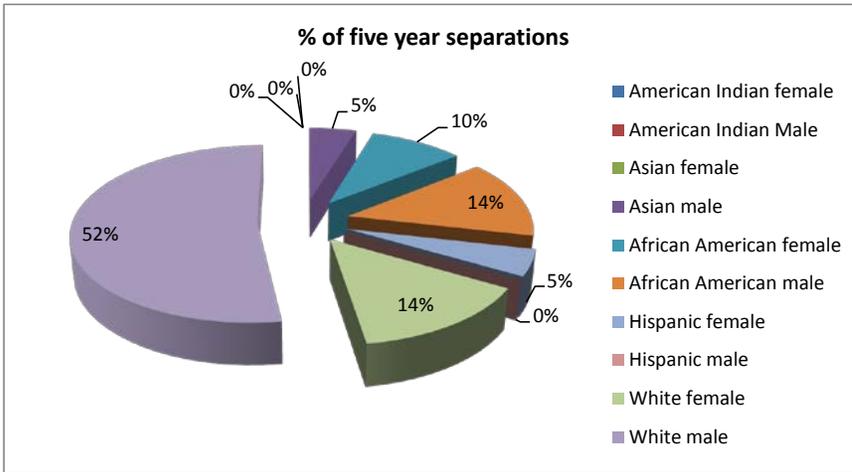
Comparing accessions to separations, and to the Civilian Labor Force provides the opportunity to address the full participation in the workforce of the various groups. See pages 4 and 7 of this report for comparison percentages, most notably the CLF for a particular group. Work force diversity management seeks to ensure that current underrepresented groups do not have separations exceeding accessions.

- One accession for American Indian females in FY 2011. Currently above the CLF.
- No accession/separation activity for American Indian males in FY 2011. Currently above the CLF.
- No accession/separation activity for Asian females the five-year period 2007 - 2011. No on-board, below the CLF.
- No accession/separation activity for Asian males in FY 2011. Currently above the CLF.
- Separations exceed accession activity for African American females in FY 2011. Currently above the CLF.
- Accessions exceed separations for African American males in FY 2011. Currently above the CLF.
- No accession/separation activity for Hispanic females in FY 2011. Currently above the CLF
- No accession/separation activity for Hispanic males in FY 2011. Currently above the CLF.
- Separations exceed accession activity for White females in FY 2011. Currently below the CLF.
- Separations exceed accessions for White males, currently above the CLF.

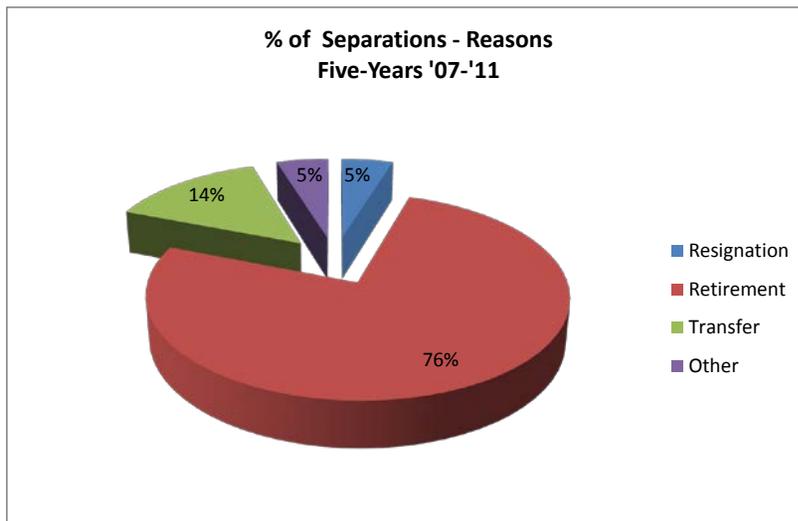
**Pantex Site Office
Separations - Historical - FY 2007 - 2011**

In the five year period, 2007 through 2011, there have been a total of 21 separations from Pantex Site Office (PSO), compared to 8 accessions in the same period.

	American Indian female	American Indian Male	Asian female	Asian male	African American female	African American male	Hispanic female	Hispanic male	White female	White male	Totals
2007	0	0	0	0	0	1	0	0	0	4	5
2008	0	0	0	0	0	2	1	0	1	2	6
2009	0	0	0	0	0	0	0	0	1	0	1
2010	0	0	0	1	0	0	0	0	0	2	3
2011	0	0	0	0	2	0	0	0	1	3	6
	0	0	0	1	2	3	1	0	3	11	21



	Resignation	Retirement	Transfer	Other	Total
2007	0	3	1	1	5
2008	1	4	1	0	6
2009	0	1	0	0	1
2010	0	3	0	0	3
2011	0	5	1	0	6
	1	16	3	1	21



**Pantex Site Office (PSO)
Separations - Historical - FY 2007 - FY 2011**

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	
Minorities	0	0	0	0	0	1	1	0	2	0	1	0	0	1	1	0	0	0	0	0	7
White females	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	3
White males	0	0	1	0	0	3	2	0	1	3	0	0	0	0	0	0	0	0	0	1	11
																					<u>21</u>

PSO had 21 separations in the five-year period, 2007 to 2011. Minorities represented 7 total (33.3% of the 21); White females, 3 total (14.3%); and White males 11 of the total (52.4%).

Minority separations, 7 total: 4 retirements (57.1% of all minority separations); and 3 transfers to other federal agencies (42.9%).

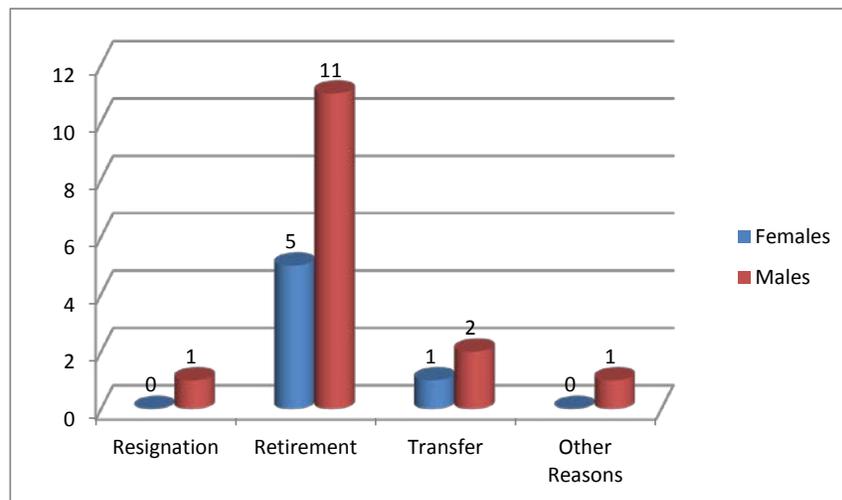
White female separations, 3 total, all retirements.

White male separations, 11 total: 9 retirements (81.8% of all White male separations); 1 resignation (9.1%) and 1 separation, other reason (9.1%).

*Separation other reason can include nature of action codes: termination; termination during probation, expiration of appointment, expiration of appointment not to exceed, or death.

All female separations totaled 6 of 21 in the five-year period, 28.6% of all separations.
All male separations totaled 15 of the 21 in the five-year period, 71.4% of all separations.

	Resignation					Retirement					Transfer*					Other Reason					Total
	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	FY2011	FY 2010	FY 2009	FY 2008	FY 2007	
Females	0	0	0	0	0	2	0	1	2	0	1	0	0	0	0	0	0	0	0	0	6
Males	0	0	0	1	0	3	3	0	2	3	0	0	0	1	1	0	0	0	0	1	15
																					<u>21</u>



Female separations, 6 total in the five-year period: 5 retirements (83.3% of all female separations); and 1 transfer (16.7%).

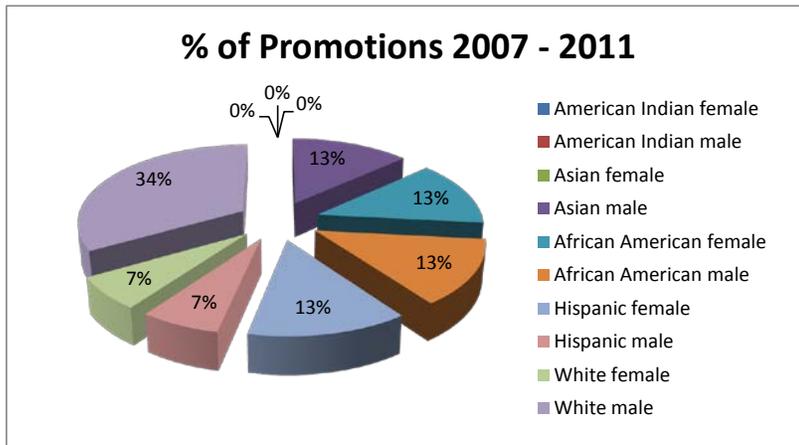
Male separations, 15 total: 11 retirements (73.3% of all White male separations); 2 transfers to other NNSA organization or federal agency (13.3%); 1 each, resignation, and separation other reason (6.7% each).

**Pantex Site Office
Promotions**

In FY 2011 there was 1 promotion at Pantex Site Office (PSO). Promotions includes all Nature of Action Codes "702" and "703" [Promotion and Promotion Not to Exceed].

Historical, five-year, data, promotions - PSO

	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	0	0	0	1	0	0	0	1	1	2	5
2008	0	0	0	0	0	1	2	0	0	2	5
2009	0	0	0	0	2	0	0	0	0	1	3
2010	0	0	0	1	0	0	0	0	0	0	1
2011	0	0	0	0	0	1	0	0	0	0	1
Total	0	0	0	2	2	2	2	1	1	5	15
	0.0%	0.0%	0.0%	13.3%	13.3%	13.3%	13.3%	6.7%	6.7%	33.3%	



White males received 5 of the 15 promotions in the five-year period (33.3% of the total), 2007-2011; followed by Asian males, 2 of the 15 (13.3%); African American females 2, (13.3%); African American males, 2 (13.3%), and Hispanic females, 2 (13.3%); Hispanic males, 1 (6.7%); and White females, 1 (6.7%).

No promotions for American Indian females or males in the five-year period.

No on-board Asian females in the five-year period.



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.



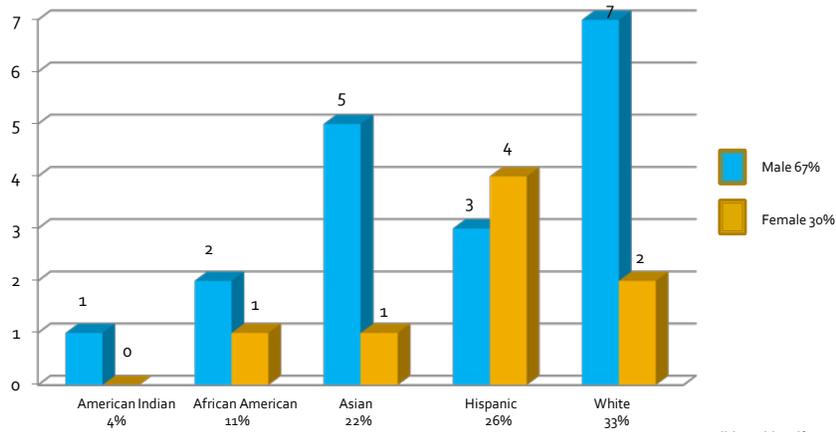
Future Leaders, SCEP & STEP Program



FY 2005-2011

by: Tyquan Parker
HBCU Intern, Summer 2010

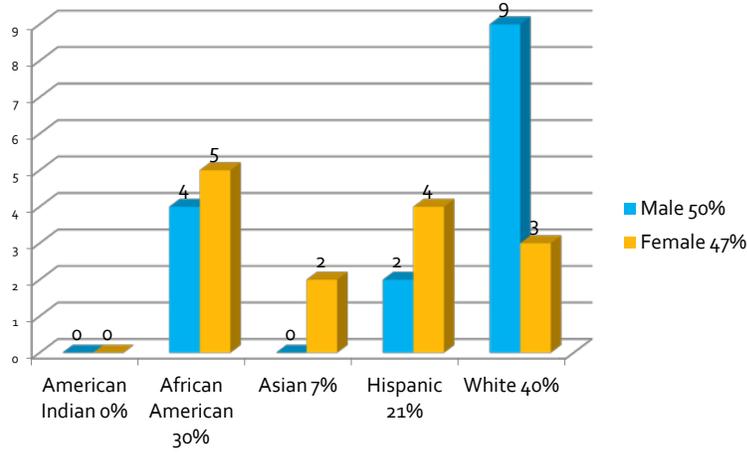
Future Leaders Program FY 2005



1 did not identify
* TOTAL = 27

2

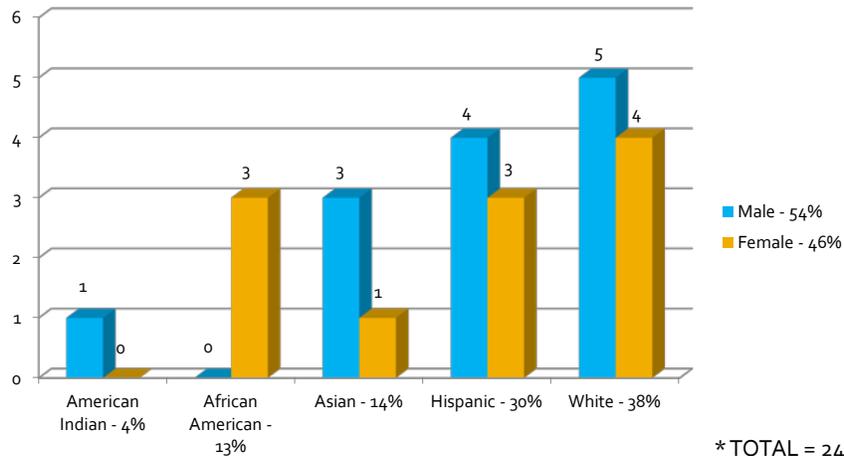
Future Leaders Program FY 2006



* TOTAL = 30
1 did not identify

3

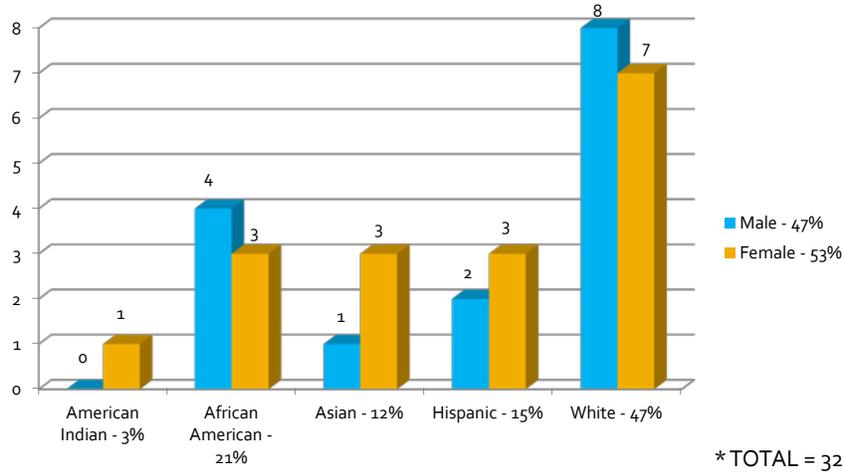
Future Leaders Program FY2007



* TOTAL = 24

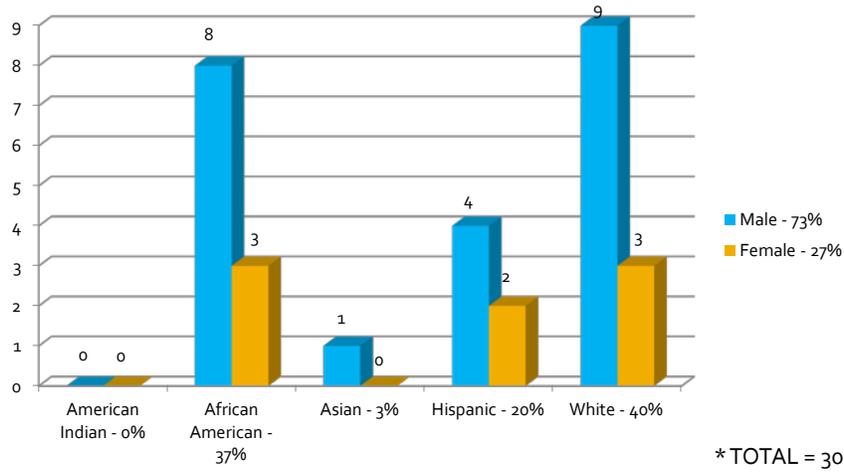
4

Future Leaders Program FY 2008



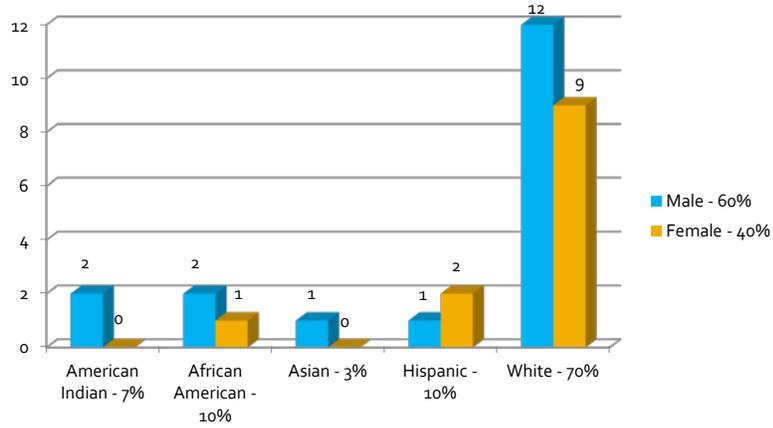
5

Future Leaders Program FY 2009



6

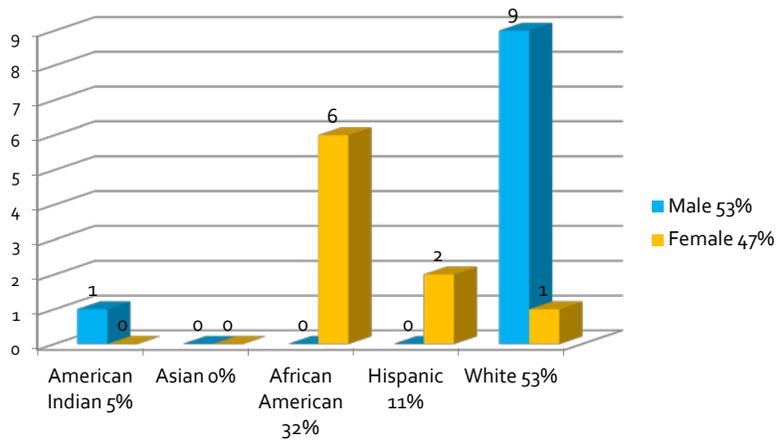
Future Leaders Program FY 2010



* TOTAL = 30

7

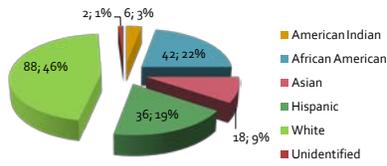
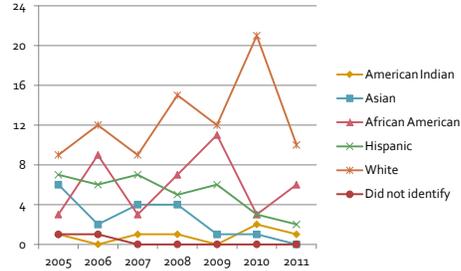
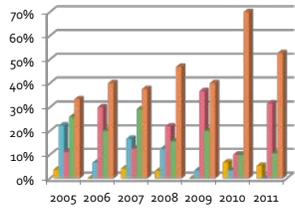
Future Leaders Program FY 2011



* TOTAL = 19

8

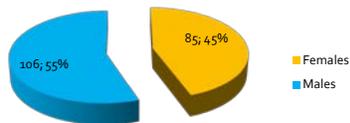
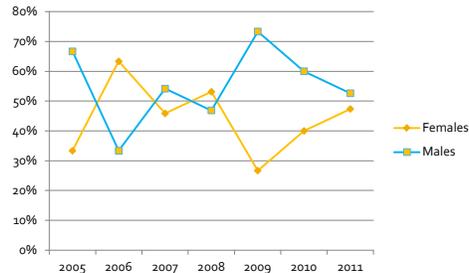
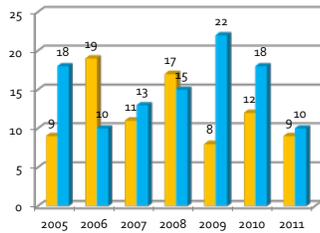
FLP Trend (2005 through 2011)



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.

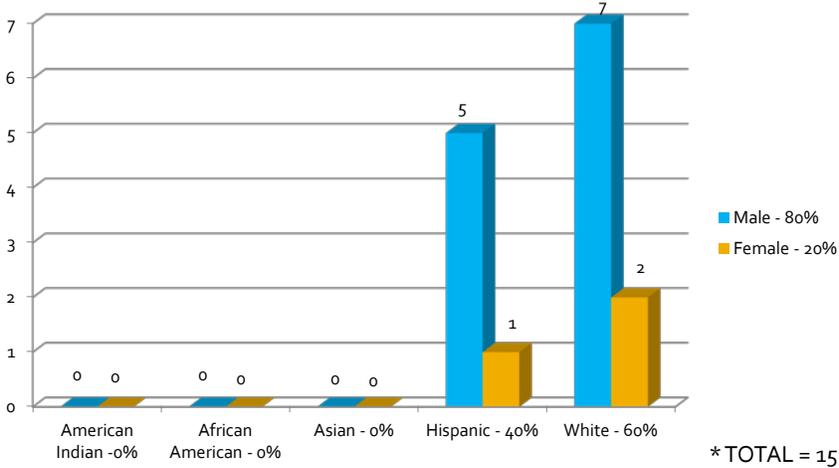
Future Leaders Program Retention

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.

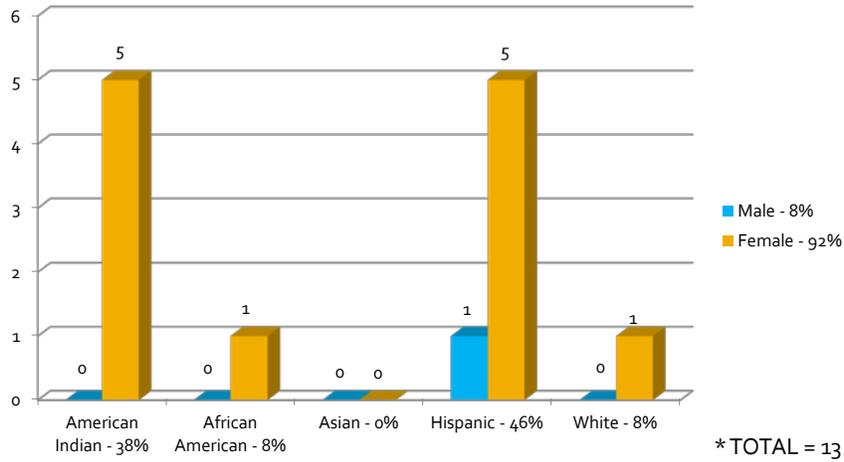
11

SCEP FY2007



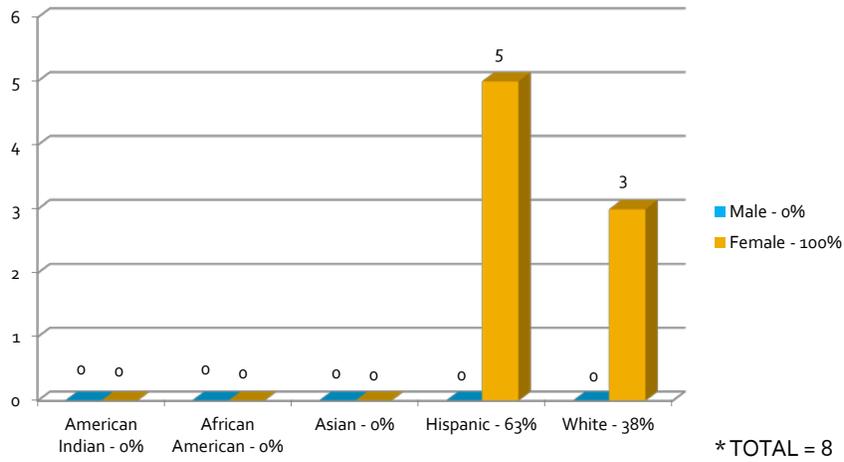
12

SCEP FY 2008



13

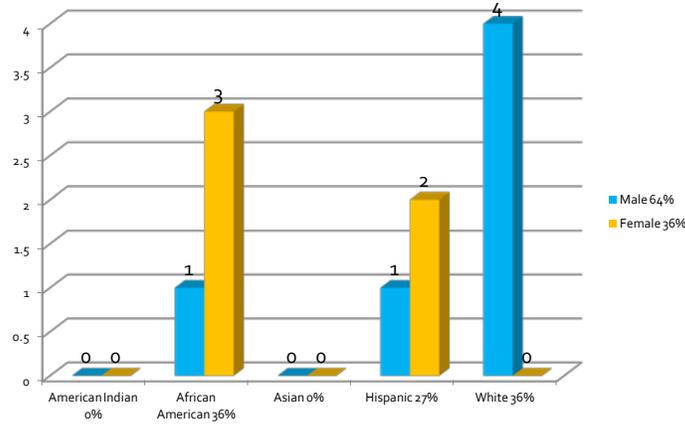
SCEP FY 2009



14

No FY 2010 SCEP class

SCEP FY2011



TOTAL = 11
 Note: no FY 2010 SCEP

15

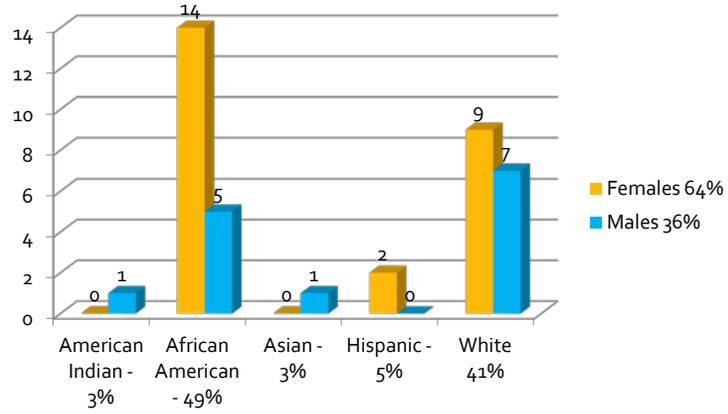
SCEP Retention

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

