

Site Manager

Nevada Site Office (NSO)

Workforce Diversity FY 2010

NNSSA Service Center
EEO and Diversity Program Office
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EEO and Diversity: Collaborating for Mission Success

Welcome from the NNSA Service Center Director:

The mission of our organization could not be accomplished without the many employees working throughout the nation as well as internationally.

Each year the Service Center EEO and Diversity Office prepares semi-annual as well as annual reports on our changing workforce. These reports serve the purpose of assisting management in workforce planning aligned to our strategic goals.

Additionally, the reports help us analyze our commitment to a diverse workforce. Whether that diversity be by gender, race, education level, age, or position within NNSA, management is committed to utilizing the valuable information within these reports to ensure equal opportunity for all employees.



Karen L. Boardman
Director
Service Center

NNSA Service Center

EEO and Diversity Office

- ✓ Yolanda Girón, Manager, (505) 845-4253
- ✓ Debra Parrish, Deputy Manager, (505) 845-6021
- ✓ Karen R. Harger, EEO & Diversity Specialist, (505) 845-6668
- ✓ Patty Padilla, EEO & Diversity Specialist (505) 845-4976
- ✓ Denise Ramos, EEO & Diversity Specialist, (505) 845-5920
- ✓ Suzanne Sandoval, EEO & Diversity Specialist, (505) 845-6385
- ✓ Mae Harris, EEO Assistant, (505) 845-5517

NNSA Functions:

- Technical Advisory Services (Management 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
 - DVAAP
 - FEORP
 - 9-Point Plan
- Special Emphasis Program
- Training and Education (Program Development and Delivery)
- Title VI Compliance Certification
- EEO Administrative Support

Welcome from the EEO and Diversity Program Manager

Twice each year it is the responsibility of the EEO and Diversity Program to inform our management, employees, and interested communities of the workforce diversity for NNSA.

The mid-year report is a snap shot of our Agency. The Year-End Reports are much more comprehensive as you will see in this report.

Should you need different information, or a display of workforce diversity information in a different format, please give my office a call. As a customer service, we respond to special request report formats.

In addition to the workforce diversity reports, the EEO and Diversity Program has many responsibilities, and a contact list is located on this page. Finally, suggestions for improvement of this report are encouraged. Please give our office a call.

Sincerely,

Yolanda Girón
Manager, EEO and Diversity Office

EEO and Diversity: Collaborating for Mission Success

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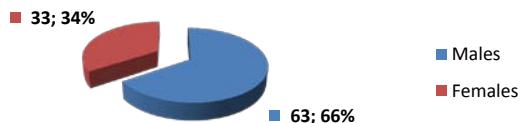
- Historical Data: Future Leader's Program, 16
- Historical Data: Student Career Experience Program, 20

Workforce Diversity
Nevada Site Office
As of September 25, 2010

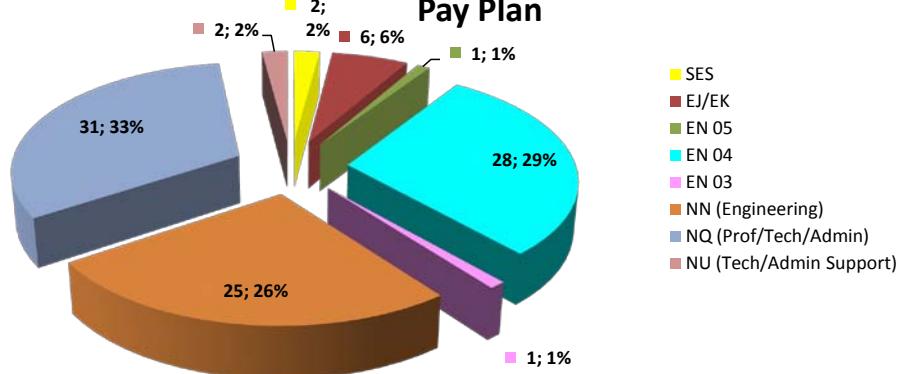
TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	92	96	4.2% ▲
GENDER			
YEAR	2009	2010	CHANGE
Males	58	63	8.6% ▲
Females	34	33	-2.9% ▼

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	2	2	0.0% /
EJ/EK	7	6	-14.3% ▼
EN 05	0	1	100.0% ▲
EN 04	32	28	-12.5% ▼
EN 03	1	1	0.0% /
NN (Engineering)	19	25	31.6% ▲
NQ (Prof/Tech/Admin)	29	31	6.9% ▲
NU (Tech/Admin Support)	2	2	0.0% /

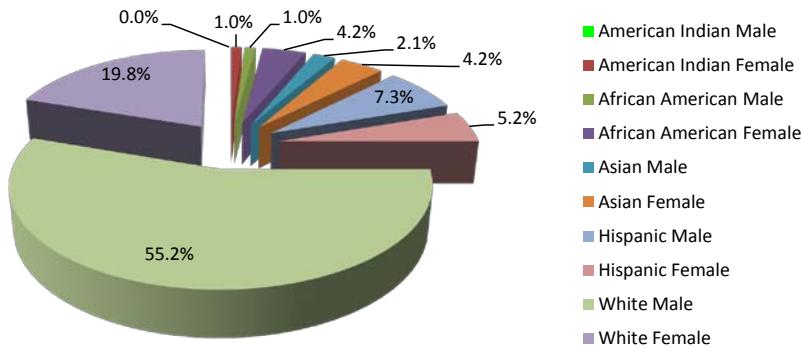
Gender



Pay Plan



DIVERSITY				2010%	2000 CLF
YEAR	2009	2010	CHANGE	2010%	2000 CLF
American Indian Male	1	0	-100.0% ▼	0.0%	0.34%
American Indian Female	1	1	0.0% /	1.0%	0.32%
African American Male	1	1	0.0% /	1.0%	4.84%
African American Female	6	4	-33.3% ▼	4.2%	5.66%
Asian Male	2	2	0.0% /	2.1%	1.92%
Asian Female	3	4	33.3% ▲	4.2%	1.71%
Hispanic Male	7	7	0.0% /	7.3%	6.17%
Hispanic Female	6	5	-16.7% ▼	5.2%	4.52%
White Male	47	53	12.8% ▲	55.2%	39.03%
White Female	18	19	5.6% ▲	19.8%	33.74%



Workforce Diversity
Nevada Site Office
As of September 25, 2010

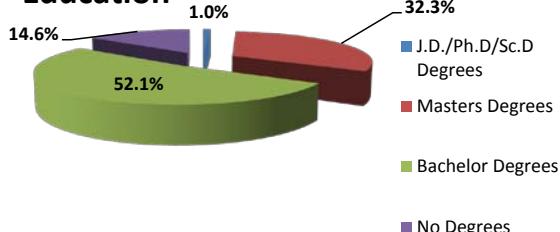
SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	6	4	-33.3% ↓
VETERANS	24	34	41.7% ↑

AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	49.5	50.1	1.2% ↑
UNDER 30	4	2	-50.0% ↓
30-39	11	12	9.1% ↑
40-49	29	35	20.7% ↑
50-59	33	34	3.0% ↑
60-69	15	12	-20.0% ↓
70 AND UP	0	1	100.0% ↑

YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	17.6	18.6	5.7% ↑
LESS THAN 10 YEARS	24	25	4.2% ↑
10-19 YEARS	26	25	-3.8% ↓
20-29 YEARS	29	32	10.3% ↑
30-39 YEARS	11	12	9.1% ↑
40-49 YEARS	2	2	0.0% /

EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	2	1	-50.0% ↓
Masters Degrees	25	31	24.0% ↑
Bachelors Degrees	49	50	2.0% ↑
No Degrees	16	14	-12.5% ↓

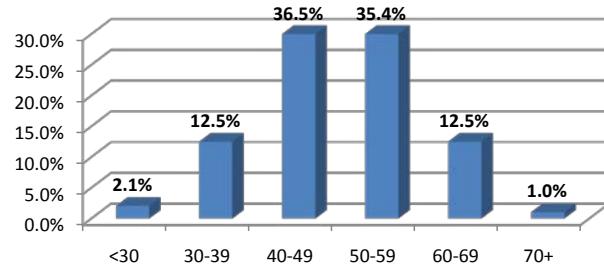
Education



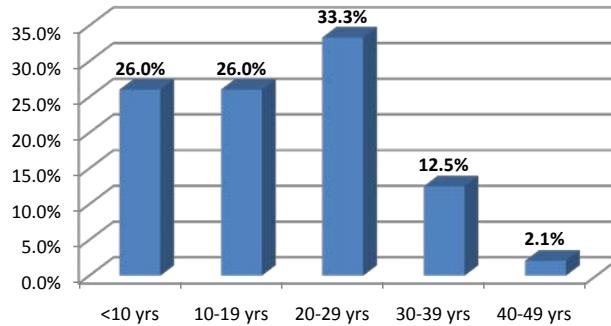
RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	14	15	7.1% ↑
ELIGIBLE TO RETIRE BY 9/25/2015	30	35	16.7% ↑

SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	9	10	11.1% ↑
SUPERVISORS RATIO	9.2 to 1	8.6 to 1	-6.5% ↓

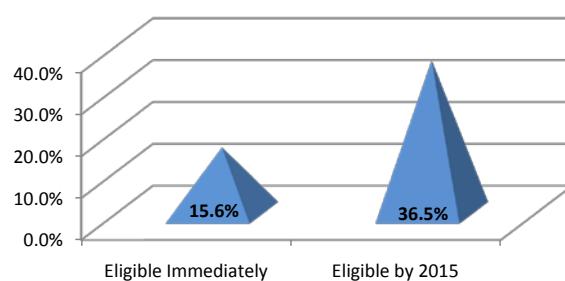
Age Groups as a Percentage of Workforce



Years of Federal Service



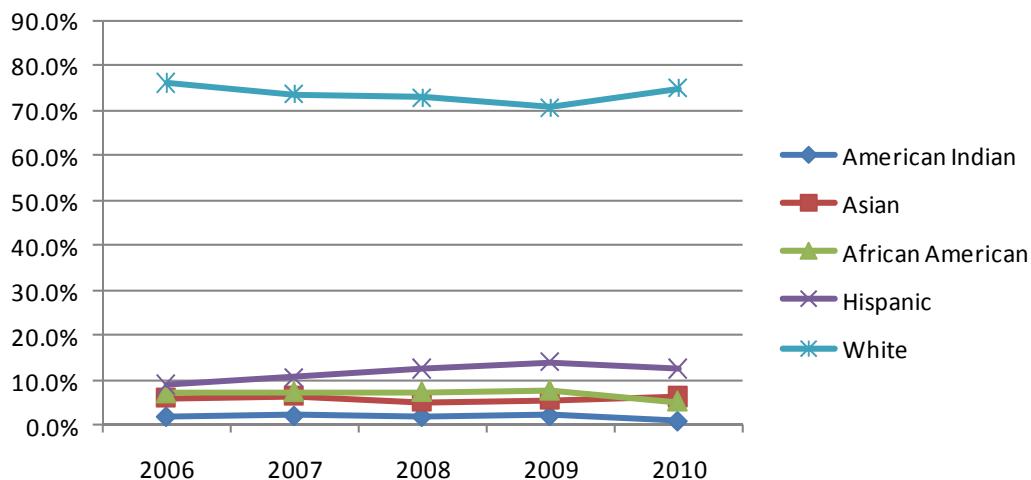
Retirement Eligibility



Personnel by Percentage

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male								
American Indian	1.0%	1.0%	1.1%	1.1%	1.0%	1.0%	1.1%	1.1%	1.0%	0.0%
Asian	3.0%	3.0%	3.2%	3.2%	3.1%	2.1%	3.3%	2.2%	4.2%	2.1%
African American	6.0%	1.0%	6.3%	1.0%	6.3%	1.0%	6.5%	1.1%	4.2%	1.0%
Hispanic	2.0%	7.0%	3.2%	7.4%	6.3%	6.3%	6.5%	7.6%	5.2%	7.3%
Total Minorities	12.0%	12.0%	13.8%	12.7%	16.7%	10.4%	17.4%	12.0%	14.6%	10.4%
Non-Minorities	22.0%	54.2%	21.1%	52.6%	19.8%	53.1%	19.6%	51.1%	19.8%	55.2%

NSO 5-Year Trend -- Workforce Participation



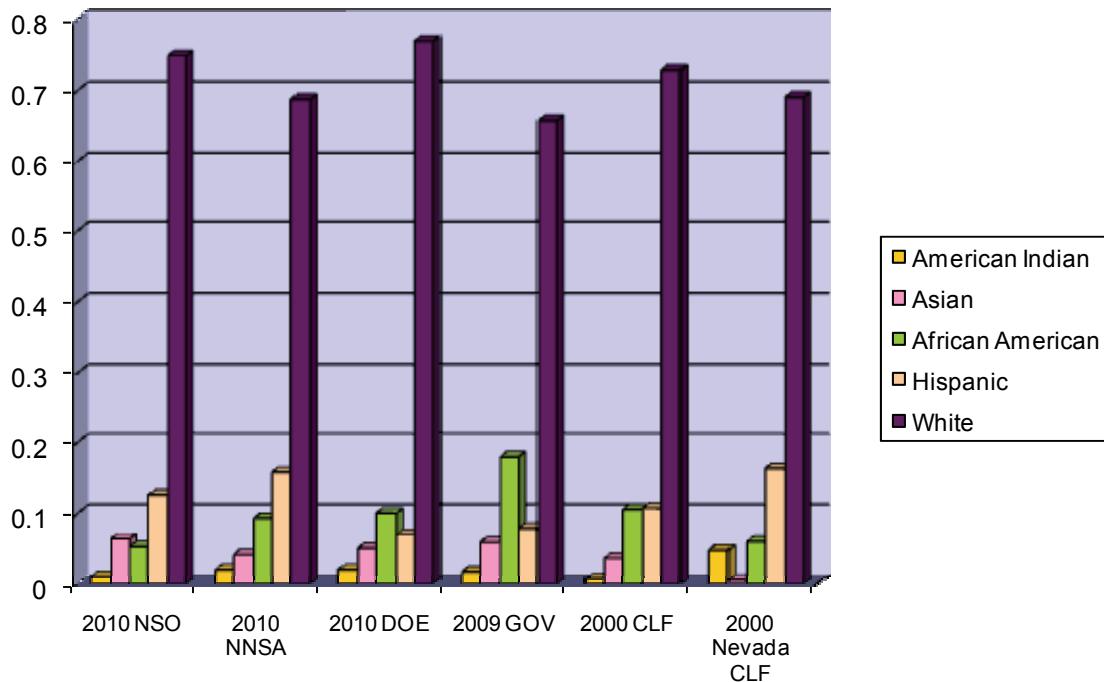
	Year—Low Percentage	Year—High Percentage
American Indian Female*	2006, 2008, & 2010 — 1.0%	2007 & 2009 — 1.1%
American Indian Male	2010 — 0.0%	2007 & 2009 — 1.1%
Asian American Female	2006 — 3.0%	2010 — 4.2%
Asian American Male*	2008 & 2010 — 2.1%	2007 — 3.2%
African American Female	2010 — 4.2%	2009 — 6.5%
African American Male*	2006, 2007, 2008, 2010 — 1.0%	2009 — 1.1%
Hispanic Female	2006 — 2.0%	2009 — 6.5%
Hispanic Male*	2008 — 6.3%	2009 — 7.6%
White Female	2009 — 19.6%	2006 — 22.0%
White Male	2009 — 51.1%	2010 — 55.2%

*No change in the number on board from 2009—2010

Comparisons to Other Workforces and the Civilian Labor Force

The Charts below depict the workforce diversity compared to NNSA-wide, Department of Energy 2010; the 2009 Executive Branch of government (from www.EEOC.gov — 2010 figures not available at the time of this report, October 2010); the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, October 2010); and the 2000 State of Nevada CLF.

	American Indian	Asian	African American	Hispanic	White
2010 NSO	1.0%	6.3%	5.2%	12.5%	75.0%
2010 NNSA	2.0%	4.1%	9.3%	15.9%	68.8%
2010 DOE	2.0%	5.0%	10.0%	7.0%	77.0%
2009 GOV	1.7%	5.8%	18.0%	7.9%	65.6%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%
2000 Nevada CLF	4.7%	0.5%	5.9%	16.4%	69.1%

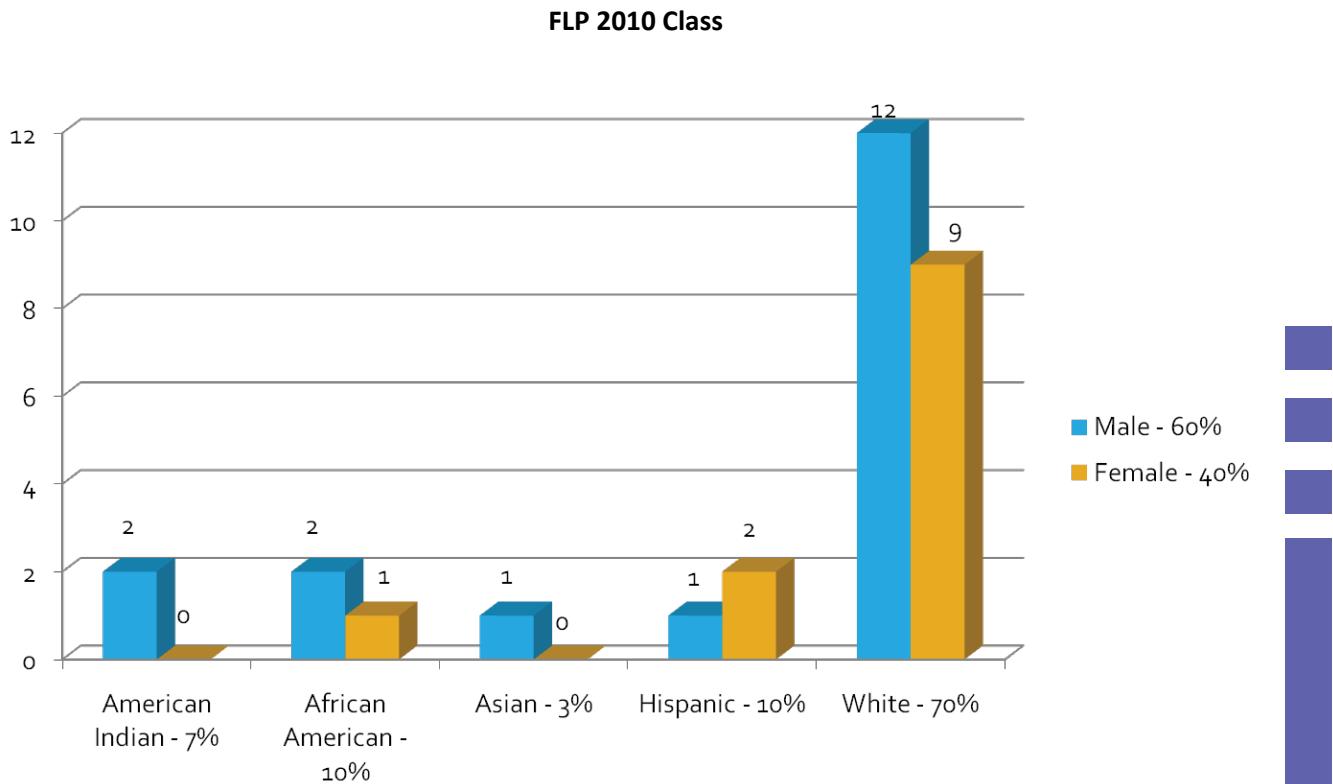


NSO, participation as compared to other workforces:

- American Indian participation is **below** NNSA-wide, DOE, federal government, and the 2000 New Mexico CLF; and **above** the 2000 national CLF.
- Asian participation is **above** all comparators.
- African American participation is **below** all comparators.
- Hispanic participation is **below** NNSA-wide, 2000 national CLF, and 2000 Nevada CLF; and **above** DOE and the federal government.
- White participation is **below** DOE and **above** NNSA, federal government, the 2000 national CLF, and **above** the 2000 Nevada CLF.

Future Leader's Program (FLP) Student Career Experience Program (SCEP)

NNSA-wide, planning for the future, the organization is effectively utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit employees, bring them in and prepare them for career positions with NNSA.

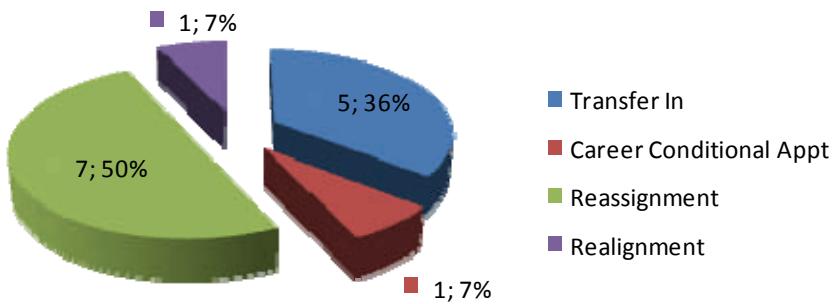


There was no SCEP class in 2010.

For a complete history of the FLP and SCEP, see the Appendix.

NSO Accessions

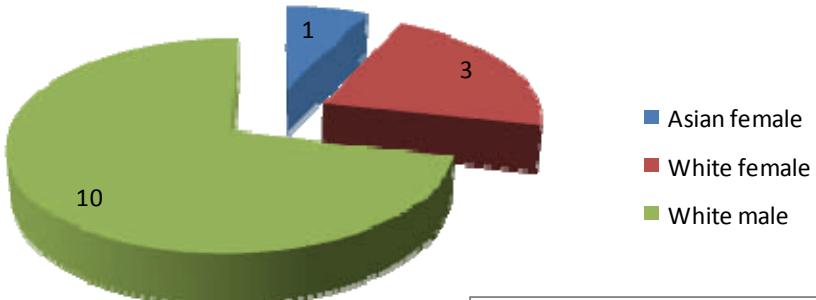
2010 Accessions & Transfer In 14 Total



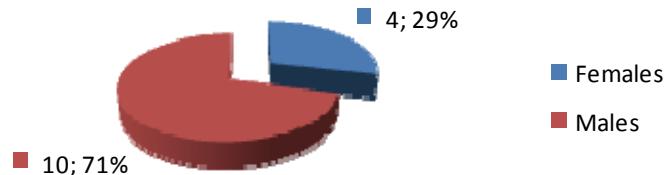
NSO had a total of 14 accessions and transfer in employees in FY 2010. White males received 71.0% of these, White females, 21.0%; one Asian female, 7.0%.

Males received 10 of these, or 71.0%; and females received 4 or 29.0%.

2010 - Accessions and Transfer In



2010 Accessions and Transfer In Male and Female

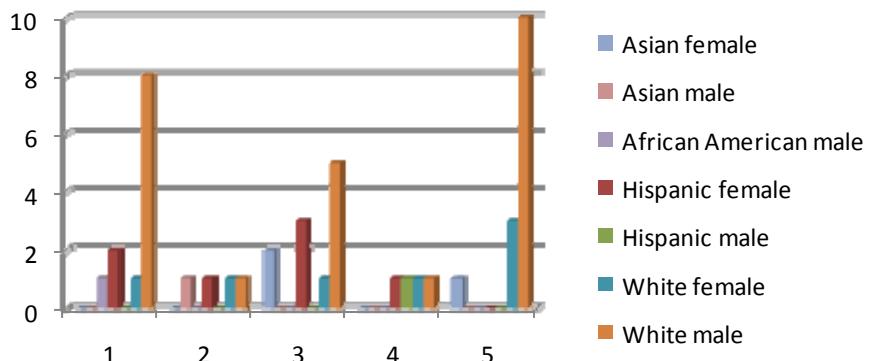


Accessions NSO 5-Year Trends

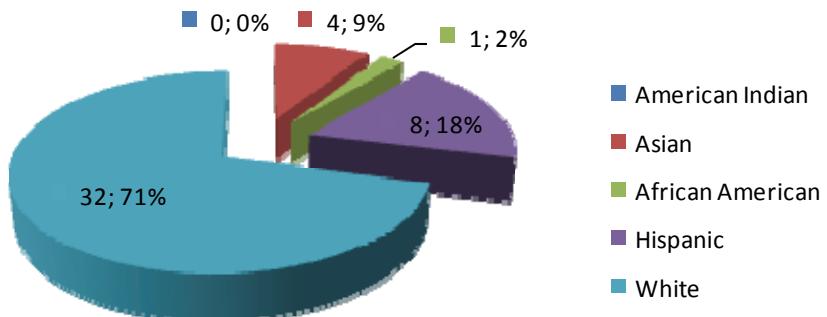
There were 45 accessions and transfer in at NSO in the five-year period.

No accessions in the five-year period for American Indian females and males; and African American females.

5-Year Trend Accessions & Transfer In



Five-Year Trend - % of Accessions and Transfer In



Males accounted for 28 of the 45 accessions, or 62.2%. Females totaled 17 or 37.8% of the total accessions and transfer in, in the five-year period, 2006-2010.

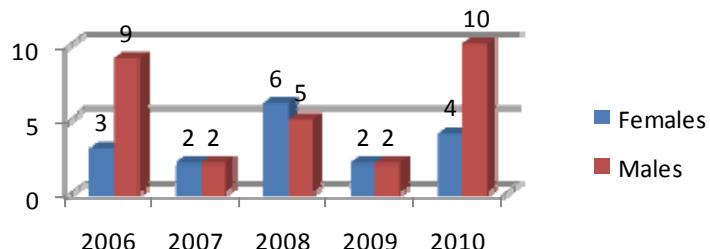
White males were 25 total (55.6%); White females 7 (15.6%). Total White employees 71.2%

Hispanic females were 7, (15.6%) and Hispanic males, 1 (2.2%). Total Hispanic employees 18.0%

Asian females, 3 (6.7%) and Asian males, 1 (2.2%). Total Asian employees, 4.9%.

One African American male, 2.2%.

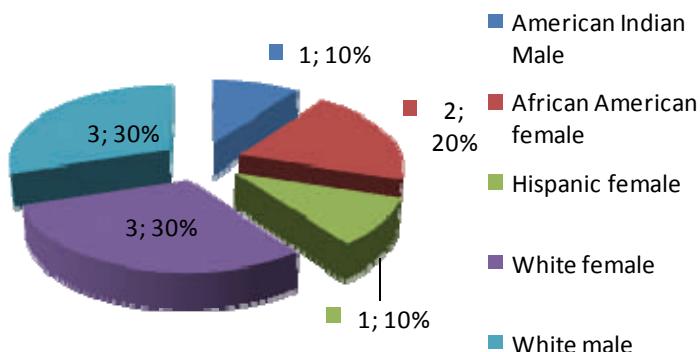
5-Year Trend Male Female Accessions & Transfer In



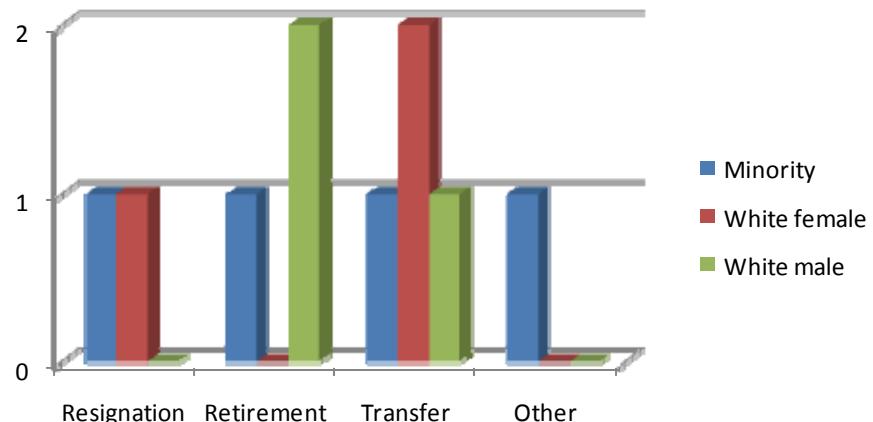
NSO — Separations

There were 10 total separations from NSO in FY 2010.

2010 Separations -- 10 Total



2010 Separations



There was one each: resignation, transfer, retirement and other separation for minorities.

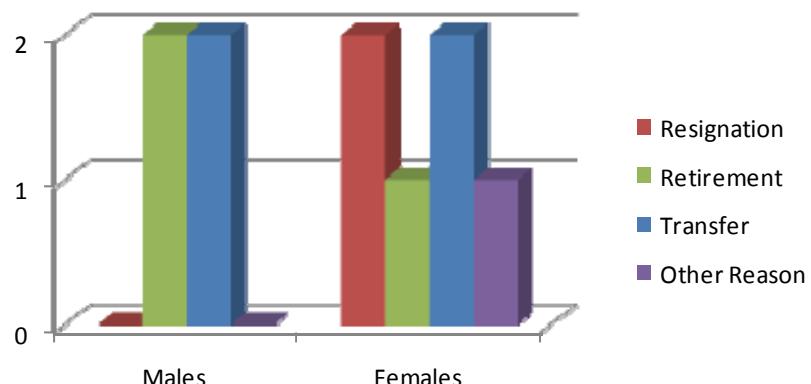
One resignation, and two transfers to other Federal Agency's for White females.

White males had two retirements and one transfer to another NNSA organization.

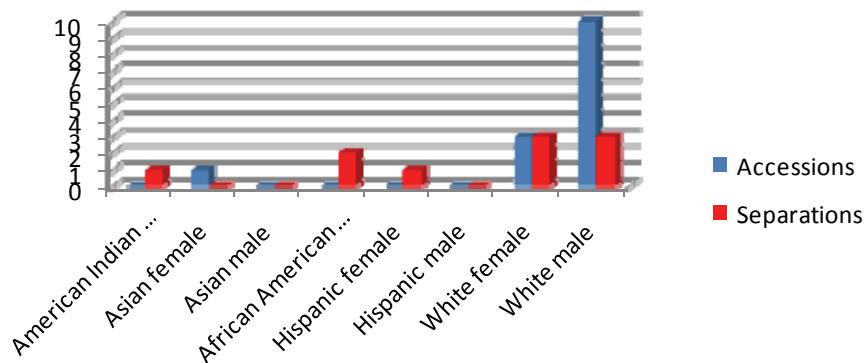
There were six separations (60.0% of the total) for females: two each for resignation and transfer; and one each for retirement and separation for other reason.

Four male separations, (40.0% of the total): two each, retirement and transfer.

2010 Separations



2010 Accessions & Transfer Compared to Separations



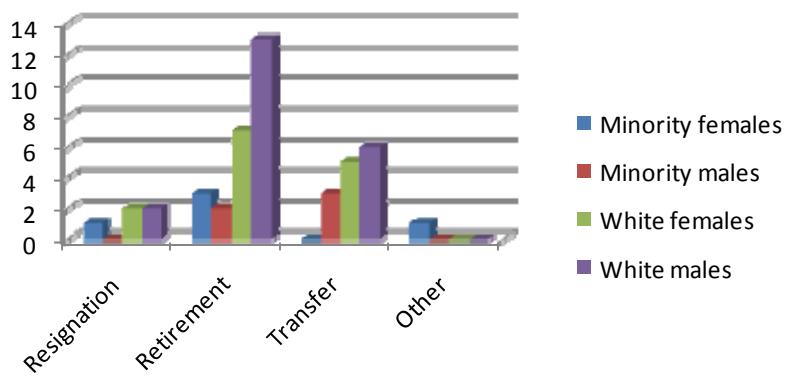
Accessions for White males exceed the separations in 2010.

White female accessions equaled separations.

American Indian male, Hispanic female, and African American female separations exceeded accessions.

See page 8 for comparators to other workforce participation rates.

5-Year Trend Separations



The five-year trend for separations at NSO includes a total of 45 separations with an equal amount, 45, of accessions and transfer in.

Of the 45 separations, White males accounted for 21 or 46.7%. Retirement of White males in the five-year period accounts for 61.9% of their separations, followed by transfers to other federal agency's and NNSA organizations at 28.6%.

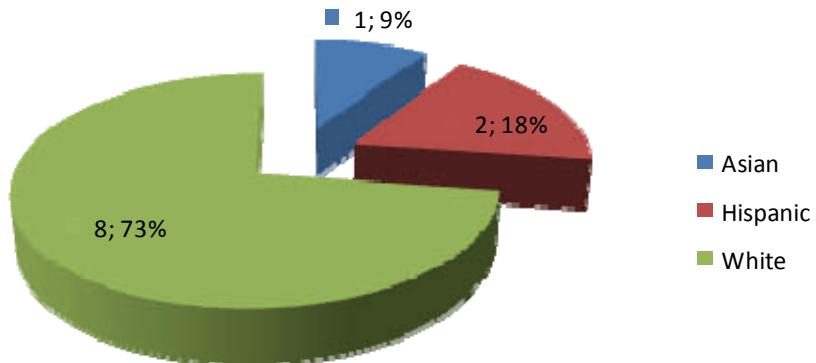
White females, 14 separations in the five-year period, or 31.1%. Retirement accounts for 50.0%, followed by transfers to other federal agency's or NNSA organizations at 35.7%, and resignations at 14.3%.

Minority males, 5 total separations in the five-year period, 50.0% due to transfer out, and 50.0% due to retirement.

Minority females, 5 total separations in the five-year period, 60.0% due to retirement, and 20.0% each due to resignation and other separation reasons.

NSO — Promotions

2010 Promotions - 11 Total

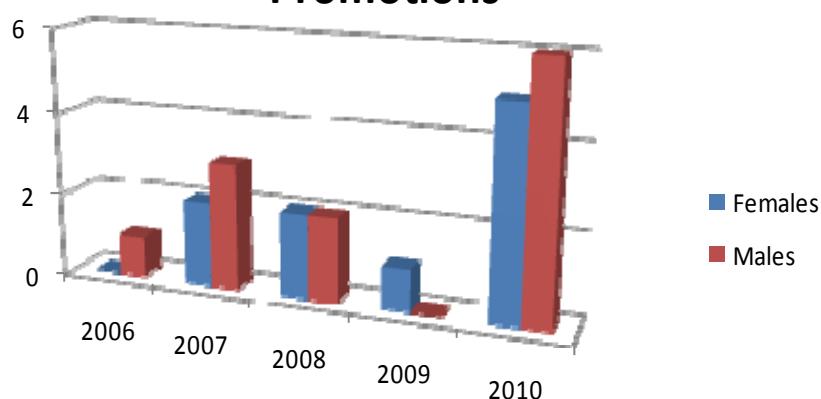


There were a total of 11 promotions at NSO in 2010.

White males received 5, White females 3.

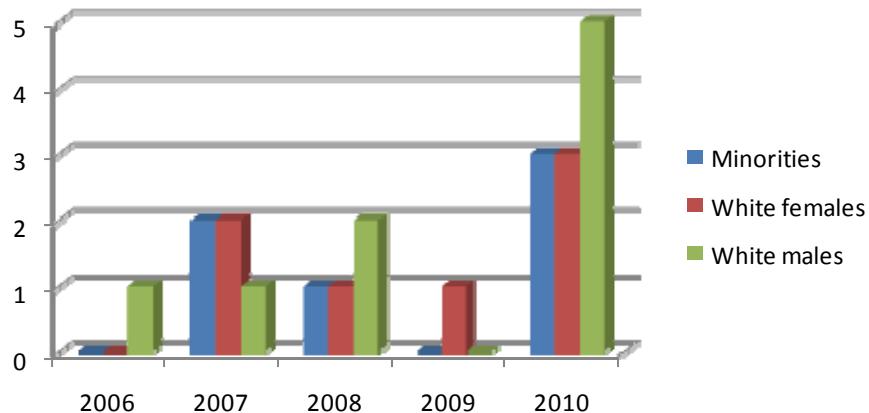
One each, Hispanic male, Hispanic female, and Asian female.

5-Year Trend Male - Females Promotions



There have been a total of 22 promotions in the five-year period. Males received 12 or 54.5%, and females received 10 or 45.5% of the total.

5-Year Trend Promotions



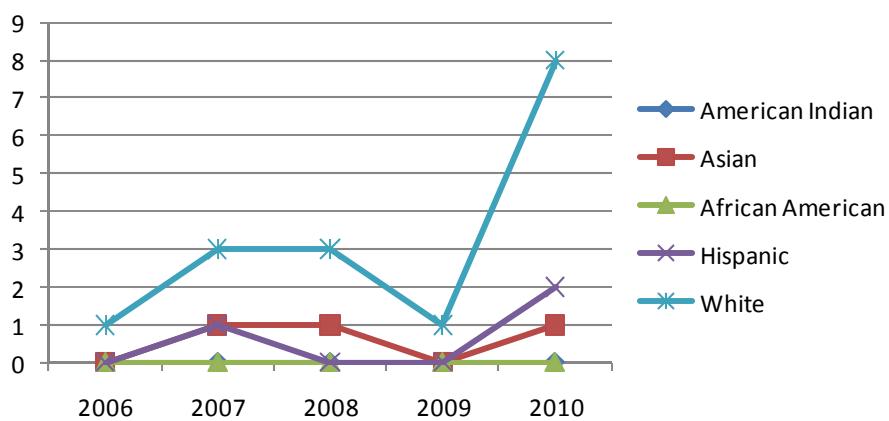
There were a total of 22 promotions in the five-year period, 2006—2010.

White males received a total of 9 of the 22, or 40.9%.

White females received a total of 7 or 31.8%.

Minority promotions totaled 6 (3 Asians and 3 Hispanics), or 27.3% of the five-year total.

5-Year Trend By Race (Promotions)



White employees received 16 of the 22 promotions in the five-year period, or 72.7%.

Hispanic employees and Asian employees, 3 each or 13.6% each of the 22 promotions in the five-year period.

APPENDIX



Future Leaders & SCEP Program

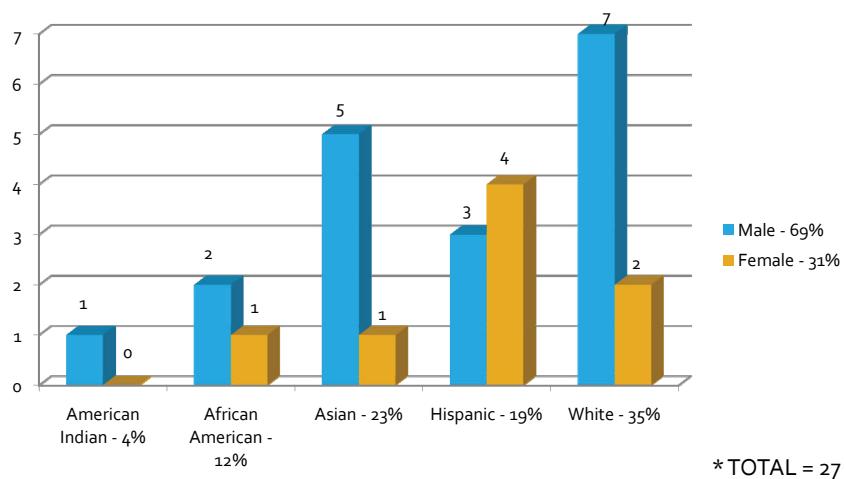


FY 2005-2010

by: Tyquan Parker

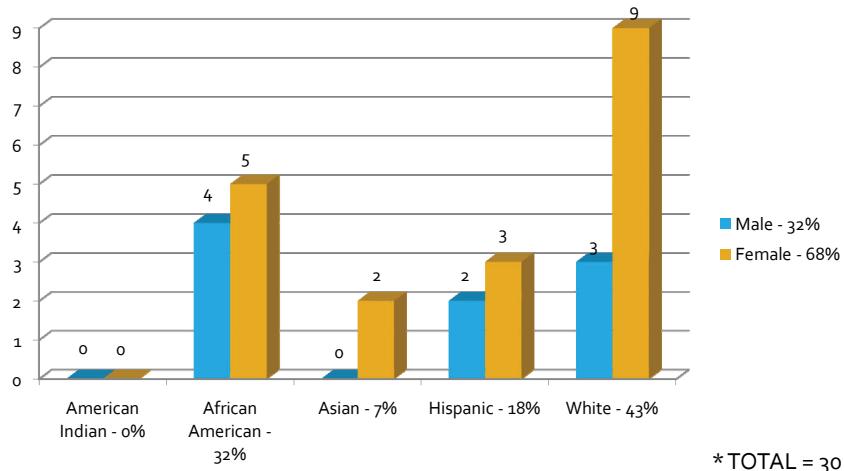
HBCU Intern¹

Future Leaders Program FY 2005



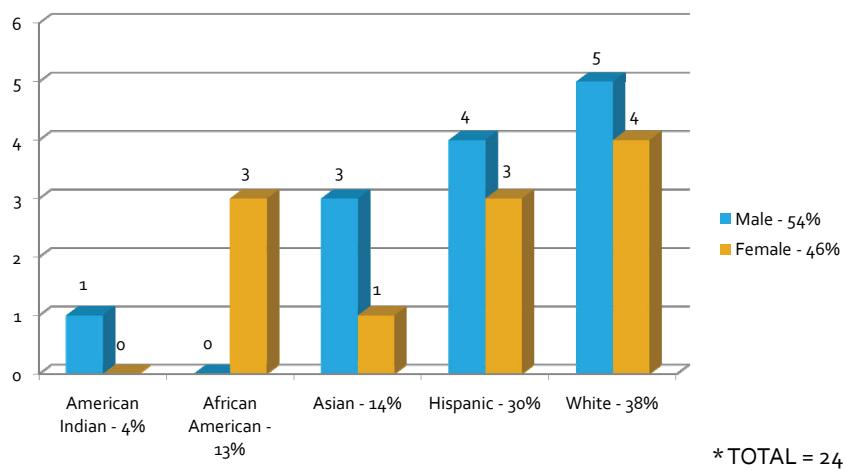
2

Future Leaders Program FY 2006



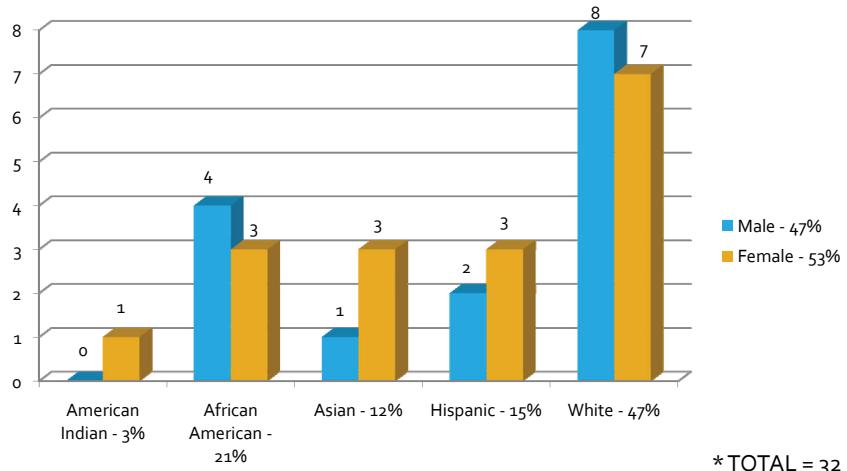
3

Future Leaders Program FY2007



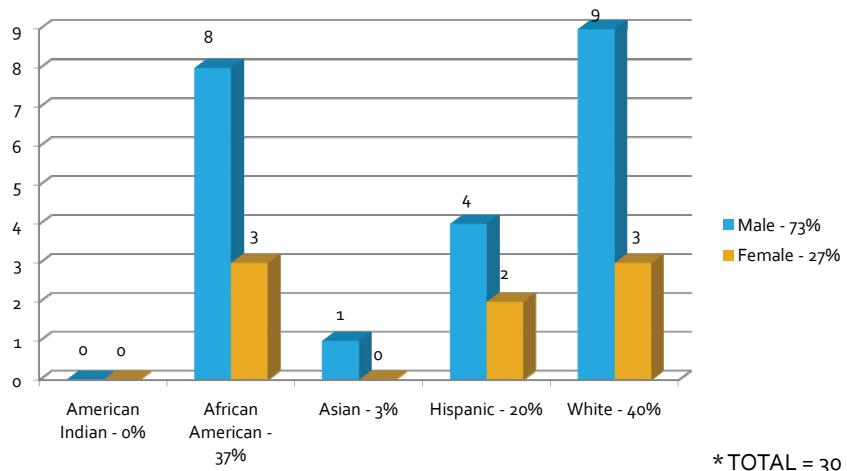
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Future Leaders Program FY 2008



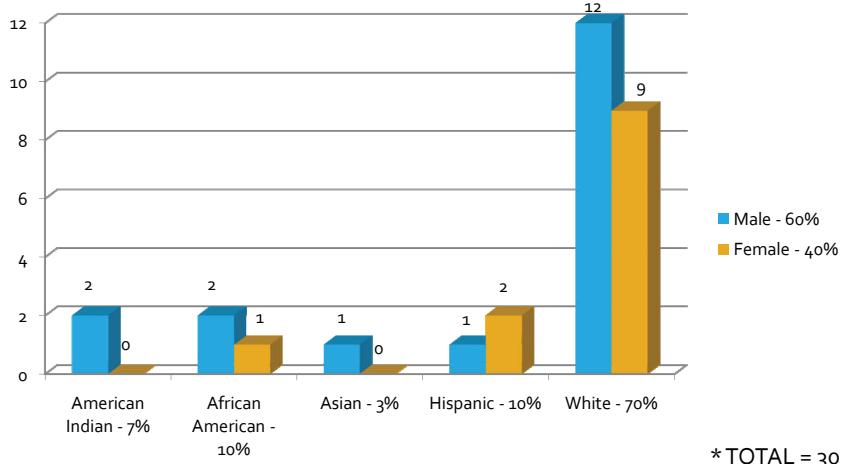
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Future Leaders Program FY 2009



6

Future Leaders Program 2010

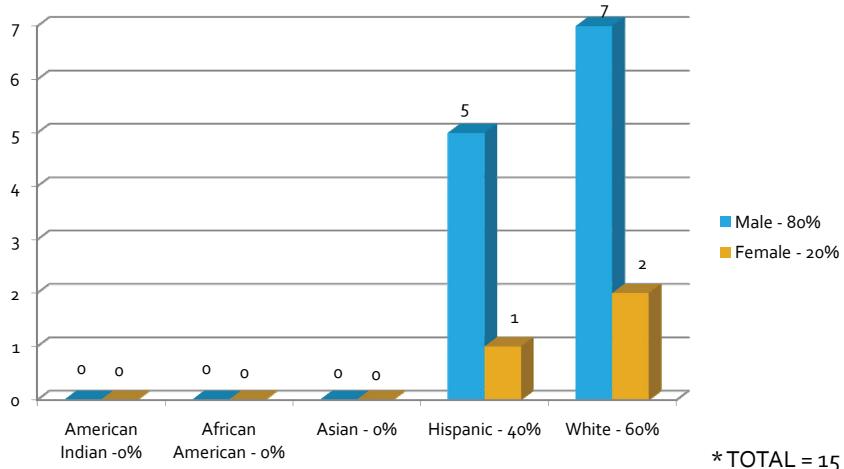


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Future Leaders Program Retention

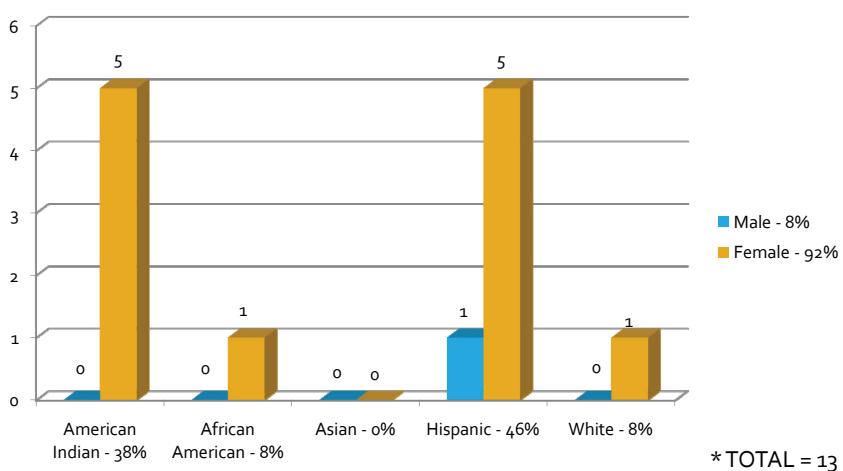
5 YR				77% of 27
4 YR			93% of 30	88% of 27
3 YR		96% of 24	93% of 30	92% of 27
2 YR	93.8% of 32	100% of 24	97% of 30	92% of 27
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 27
	FLP 2009	FLP 2008	FLP 2007	FLP 2006
				FLP 2005

SCEP FY2007



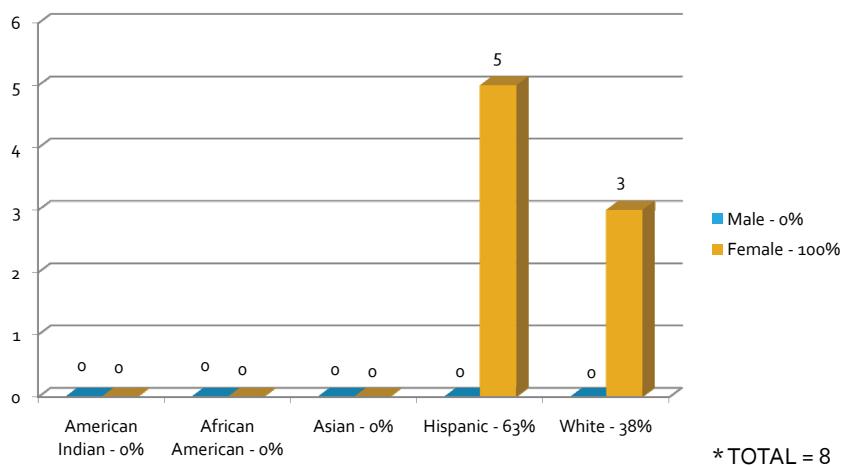
8

SCEP FY 2008



9

SCEP FY 2009



SCEP Retention

5 YR		
4 YR		
3 YR		87% of 15
2 YR	85% of 13	87% of 15
1 YR	63% of 8	92% of 13
	SCEP 2009	SCEP 2008
		SCEP 2007



NNSA Service Center
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EEO and Diversity: Collaborating for Mission Success