

Site Manager

Y-12 Site Office (Y-12)

Workforce Diversity FY 2010

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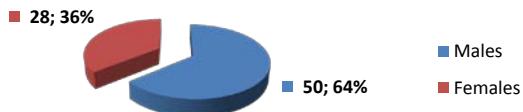
- Historical Data: Future Leader's Program, 16
- Historical Data: Student Career Experience Program, 20

Workforce Diversity
Y-12 Site Office
As of September 25, 2010

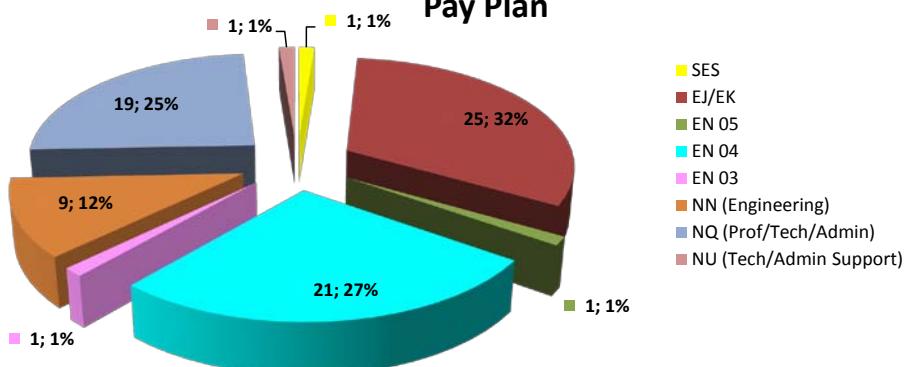
TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	79	78	-1.3% ↓
GENDER			
YEAR	2009	2010	CHANGE
Males	53	50	-5.7% ↓
Females	26	28	7.7% ↑

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	2	1	-50.0% ↓
EJ/EK	25	25	0.0% /
EN 05	1	1	0.0% /
EN 04	21	21	0.0% /
EN 03	1	1	0.0% /
NN (Engineering)	9	9	0.0% /
NQ (Prof/Tech/Admin)	19	19	0.0% /
NU (Tech/Admin Support)	1	1	0.0% /

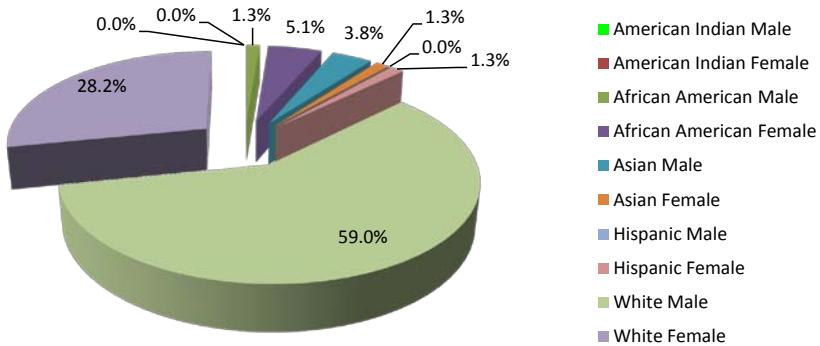
Gender



Pay Plan



DIVERSITY				2010%	2000 CLF
YEAR	2009	2010	CHANGE	2010%	2000 CLF
American Indian Male	0	0	0.0%	/ 0.0%	0.34%
American Indian Female	0	0	0.0%	/ 0.0%	0.32%
African American Male	1	1	0.0%	/ 1.3%	4.84%
African American Female	5	4	-20.0% ↓	5.1%	5.66%
Asian Male	3	3	0.0%	/ 3.8%	1.92%
Asian Female	0	1	100.0% ↑	1.3%	1.71%
Hispanic Male	0	0	0.0%	/ 0.0%	6.17%
Hispanic Female	1	1	0.0%	/ 1.3%	4.52%
White Male	49	46	-6.1% ↓	59.0%	39.03%
White Female	20	22	10.0% ↑	28.2%	33.74%



Workforce Diversity
Y-12 Site Office
As of September 25, 2010

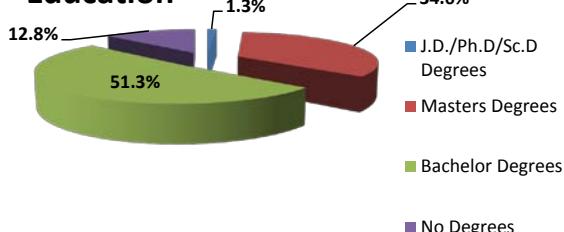
SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	5	4	-20.0% ↓
VETERANS	24	31	29.2% ↑

AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	49.4	49.2	-0.4% ↓
UNDER 30	4	5	25.0% ↑
30-39	8	7	-12.5% ↓
40-49	25	23	-8.0% ↓
50-59	36	39	8.3% ↑
60-69	6	4	-20.0% ↓
70 AND UP	0	0	0.0% /

YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	20.2	20.7	2.5% ↑
LESS THAN 10 YEARS	15	16	6.7% ↑
10-19 YEARS	22	17	-22.7% ↓
20-29 YEARS	30	30	0.0% /
30-39 YEARS	11	14	27.3% ↑
40-49 YEARS	1	1	0.0% /

EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	1	1	0.0% /
Masters Degrees	28	27	-3.6% ↓
Bachelors Degrees	40	40	0.0% /
No Degrees	10	10	0.0% /

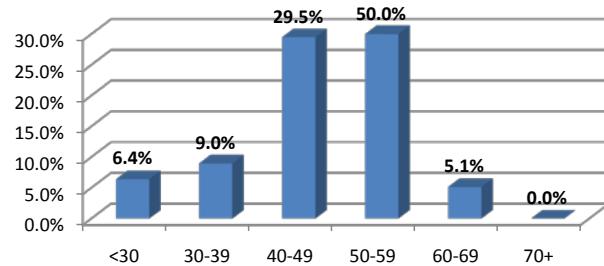
Education



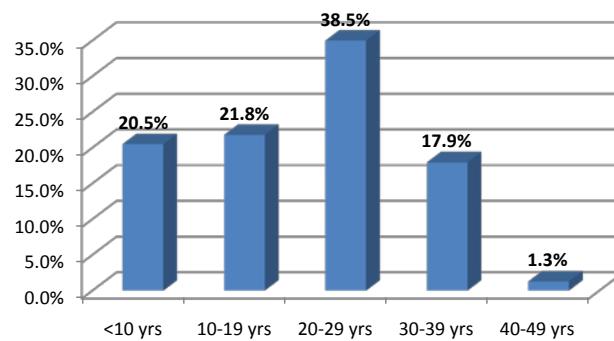
RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	9	9	0.0% /
ELIGIBLE TO RETIRE BY 9/25/2015	24	32	33.3% ↑

SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	7	6	-14.3% ↓
SUPERVISORS RATIO	10.3 to 1	12 to 1	16.5% ↑

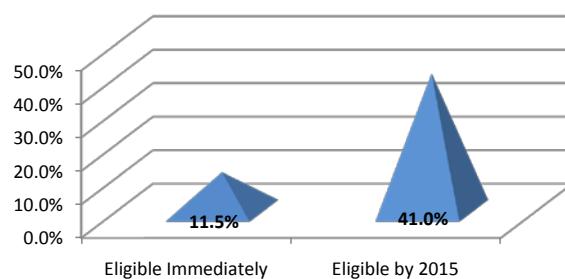
Age Groups as a Percentage of Workforce



Years of Federal Service



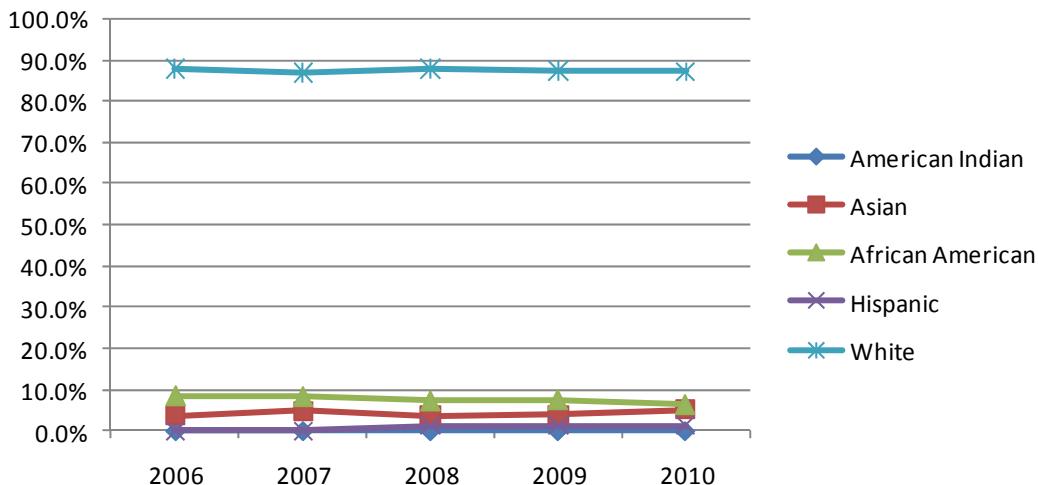
Retirement Eligibility



Personnel by Percentage

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male								
American Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	3.7%	0.0%	4.8%	0.0%	3.7%	0.0%	3.8%	1.3%	3.8%
African American	7.3%	1.2%	7.1%	1.2%	6.1%	1.2%	6.3%	1.3%	5.1%	1.3%
Hispanic	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	1.3%	0.0%	1.3%	0.0%
Total Minorities	7.3%	4.9%	7.1%	6.0%	7.3%	4.9%	7.6%	5.1%	7.7%	5.1%
Non-Minorities	24.4%	63.4%	23.8%	63.1%	22.0%	65.9%	25.3%	62.0%	28.2%	59.0%

Y-12
5-Year Trend -- Workforce Participation



	Year—Low Percentage	Year—High Percentage
American Indian Female*	N/A	N/A
American Indian Male*	N/A	N/A
Asian American Female	2006, '07, '08, '09 — 0.0%	2010 — 1.3%
Asian American Male**	2006 & 2008 — 3.7%	2007 — 4.8%
African American Female	2010 — 5.1%	2006 — 7.3%
African American Male**	2006, '07, '08 — 1.2%	2009 — 1.1%
Hispanic Female**	2006 & 2007 — 0.0%	2009 & 2010 — 1.3%
Hispanic Male*	N/A	N/a
White Female	2008 — 22.0%	2010 — 28.2%
White Male	2010 — 59.0%	2008 — 65.9%

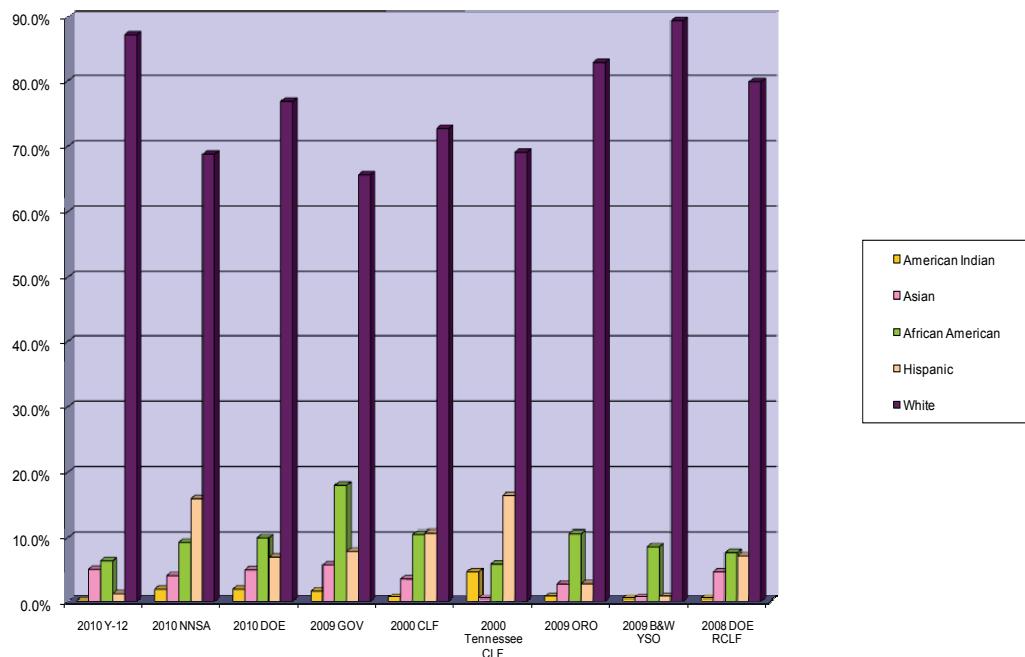
*None on-board in the five-year period, 2006-2010

**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); the 2000 State of Tennessee CLF, and DOE Oakridge Office, the Oak Ridge National Lab, and the DOE Relevant Civilian Labor Force (RLCF).

	American Indian	Asian	African American	Hispanic	White
2010 Y-12	0.0%	5.1%	6.4%	1.3%	87.2%
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 Tennessee CLF	4.7%	0.5%	5.9%	16.4%	69.1%
2009 ORO	0.8%	2.8%	10.6%	2.9%	82.9%
2009 B&W YSO	0.5%	0.7%	8.6%	0.8%	89.4%
2008 DOE RLCF	0.5%	4.7%	7.7%	7.2%	79.9%



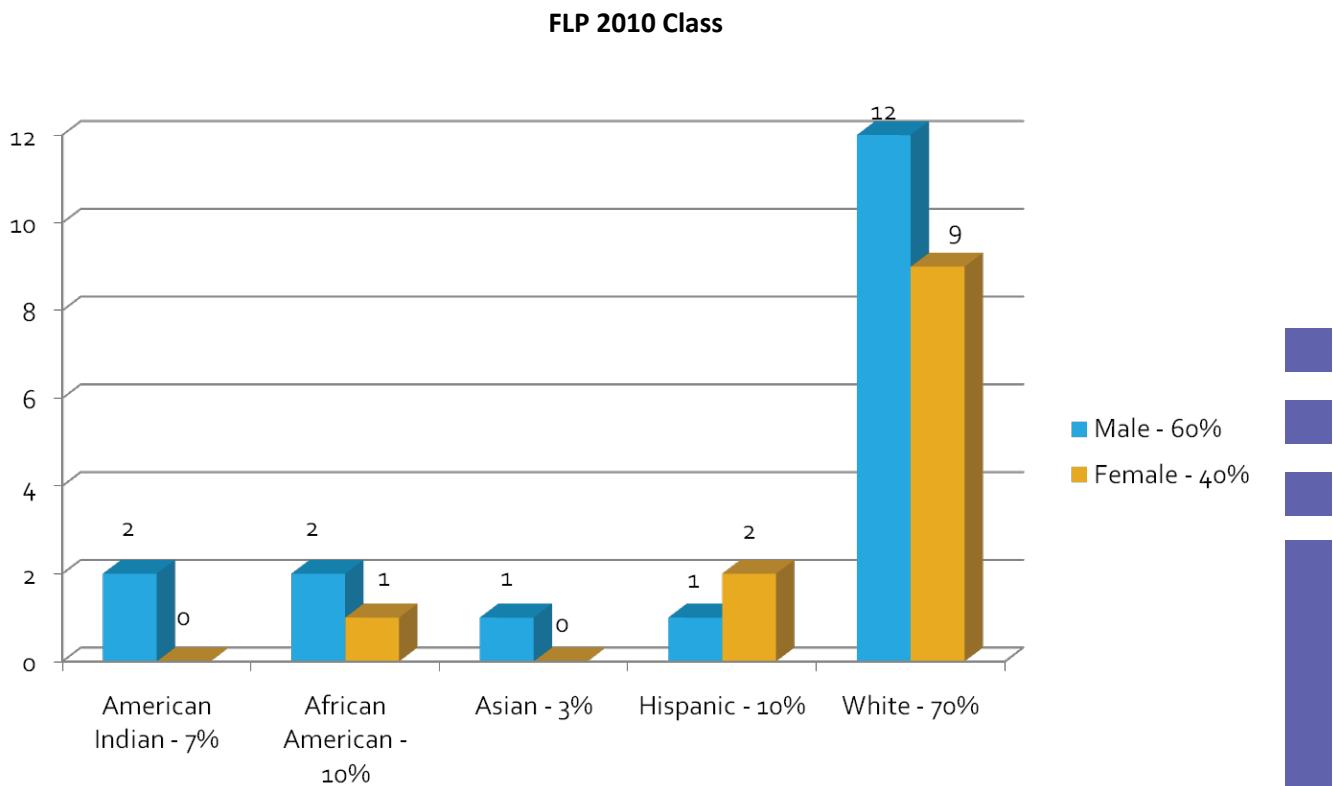
Y-12, participation as compared to other workforces:

- American Indian participation, none, is **below** all comparators.
- Asian participation is **above** NNSA, DOE-wide, 2000 CLF, TN CLF, DOE ORO, B&W, and the DOE RLCF.
- African American participation is **below** all comparators with one exception, **above** 2000 TN CLF.
- Hispanic participation is **below** all comparators with one exception, **above** 2009 B&W.
- White participation is **above** all comparators with one exception, **below** 2009 B&W.

NOTE: The Census.gov website indicates the 2010 census data will be available by December 31, 2010.

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.

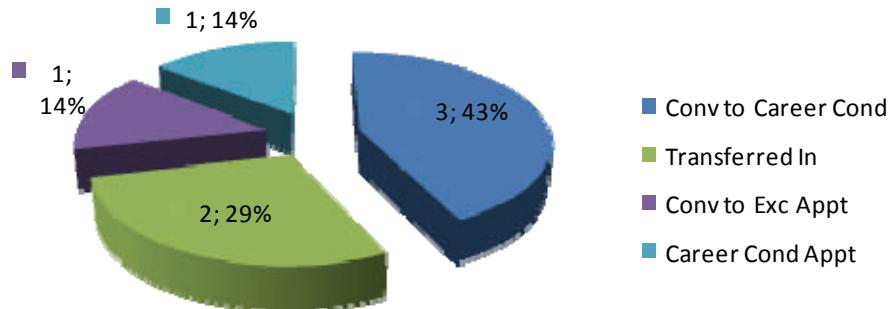


There was no SCEP class in 2010.

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

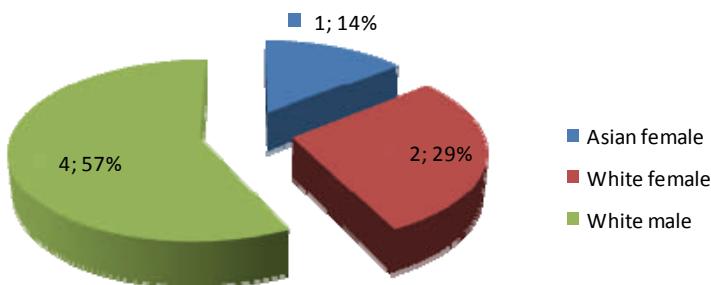
Y-12 Accessions

2010 Accessions & Transfer In 7 Total



Y-12 had a total of 7 accessions and transfer in employees in FY 2010. White males received 57.0% of these, White females, 29.0%; one Asian female, 14.0%.

2010 Accessions - Y-12 -- 7 Total



2010 Accessions and Transfer In Male and Female

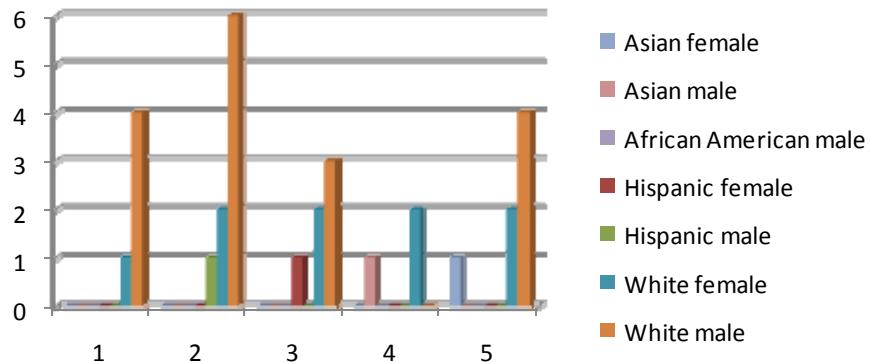


Accessions Y-12 5-Year Trends

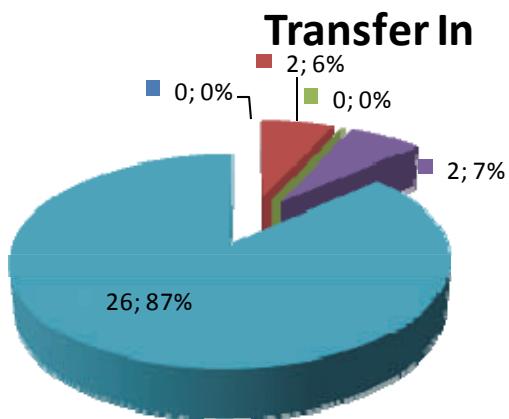
There were 30 accessions and transfer in at Y-12 in the five-year period.

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 &

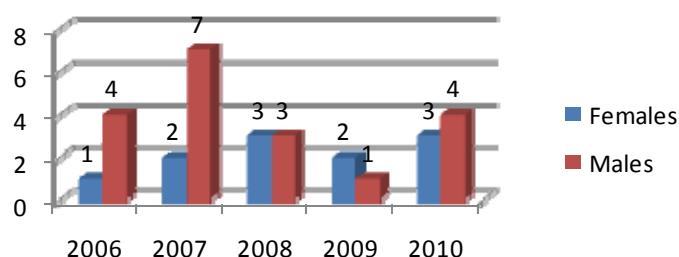


White males were 17 total (56.7%); White females 9 (30.0%). Total White employees 87.0% of all accessions.

There were one each, Asian male and female; and Hispanic male and female.

Males accounted for 19 of the 30 accessions, or 63.3%. Females totaled 11 or 36.7% of the total accessions and transfer in, in the five-year period, 2006-2010. Females 11 total or 36.7%

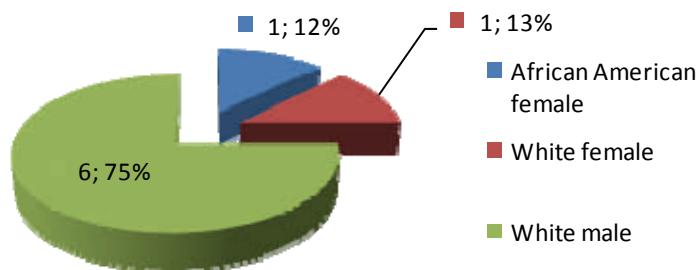
5-Year Trend Male Female Accessions & Transfer In



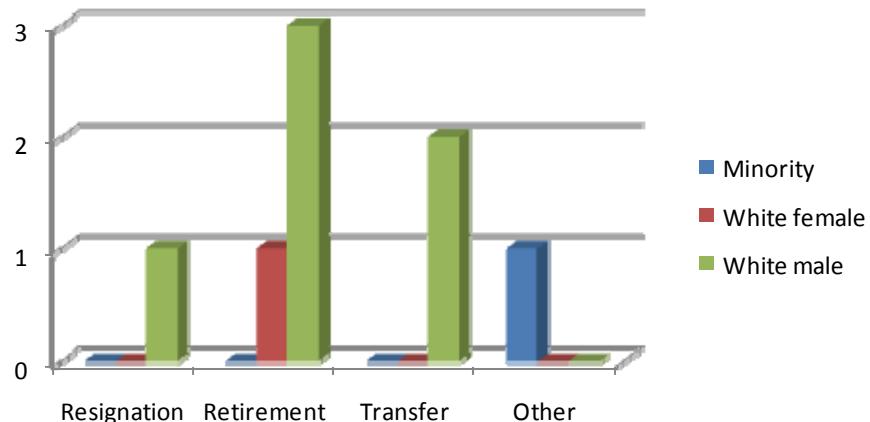
Y-12 — Separations

2010 Separations - 8 Total

There were 8 total separations from Y-12 in FY 2010.



2010 Separations

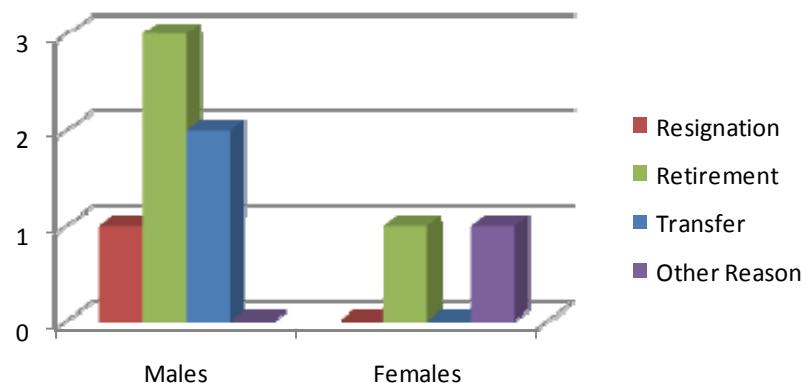


White male separations were: one resignation, three retirements, and two transfer out.

One White female separations, a retirement.

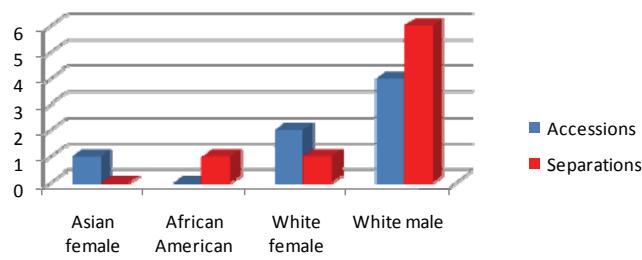
One African American female separation for other reasons.

2010 Separations



Y-12 — Separations

2010 Accessions & Transfer Compared to Separations



Separations for White males exceeded the number of separations in 2010.

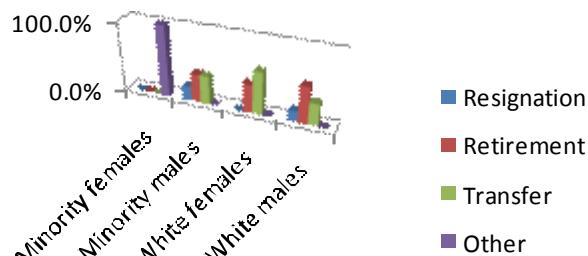
White female accessions exceeded separations.

African American female separation exceeded accessions.

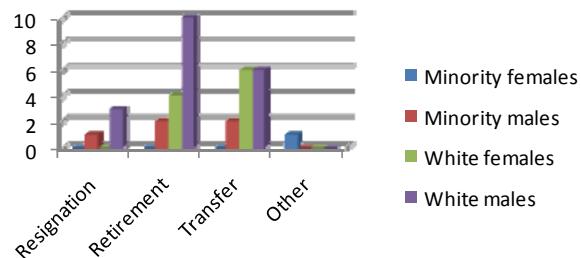
Asian female accession exceeded separation.

See page 8 for comparisons to workforces comparators to other workforce participation rates.

5-Year Trend Separations



5-Year Trend Separations



The five-year trend for separations at Y-12 includes a total of 34 separations with 30 accessions and transfer in.

Of the 34 separations, White males accounted for 19 or 55.9%. Retirement of White males in the five-year period accounts for 52.6% of their separations, followed by transfers to other federal agency's and NNSA organizations at 31.6%, and resignations, 15.8%.

White females, 10 separations in the five-year period, or 29.4% of all Y-12 separations. Transfer out accounts for 60.0%, followed by retirements at 40.0%. There were no resignations in the five-year period.

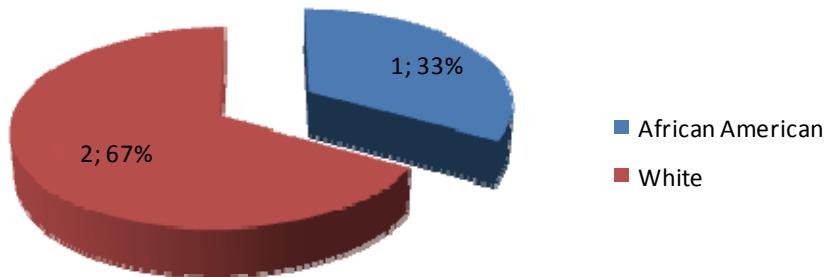
Minority males, 4 total separations in the five-year period, 40.0% due to transfer out, 40.0% due to retirement, and 20.0% due to resignation.

Only one minority female separation in the five-year period due to other reasons.

The five-year total of separations, 34 total, is attributed to 45.7% retirements; transfers account for 40.0%, and resignations accounted for 11.4% of all separations.

Y-12 — Promotions

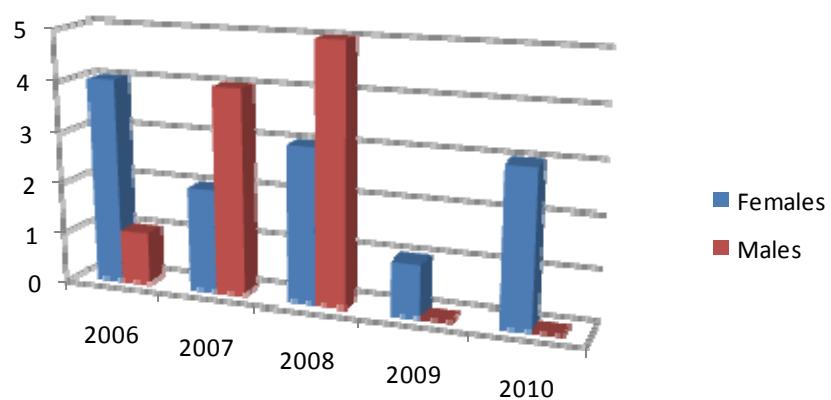
2010 Promotions - 3 Total



There were 3 promotions at Y-12 in 2010.

Two White females and one African American female received promotions.

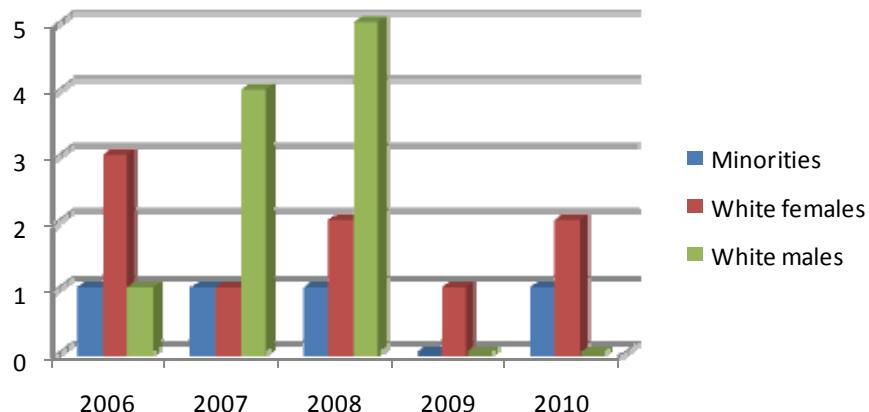
5-Year Trend Male - Females Promotions



There have been a total of 23 promotions in the five-year period. Females received 13, or 56.5% of promotions, and males received 10, or 43.5% of the total.

Y-12 — Promotions

5-Year Trend Promotions



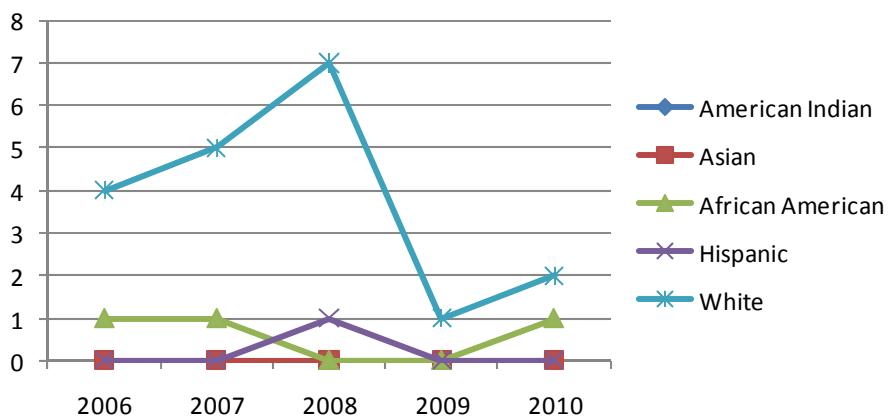
There were a total of 23 promotions in the five-year period, 2006—2010.

White males received a total of 10 of the 23, or 43.5%.

White females received a total of 9 or 17.4%.

Minority promotions totaled 4, or 17.4% of the five-year total.

5-Year Trend By Race (Promotions)



White employees received 19 of the 23 promotions in the five-year period, or 82.6%.

No American Indian employees on-board, no Asian promotions in the five-year period, three promotions to African American female, and one Hispanic female.

APPENDIX



Future Leaders & SCEP Program

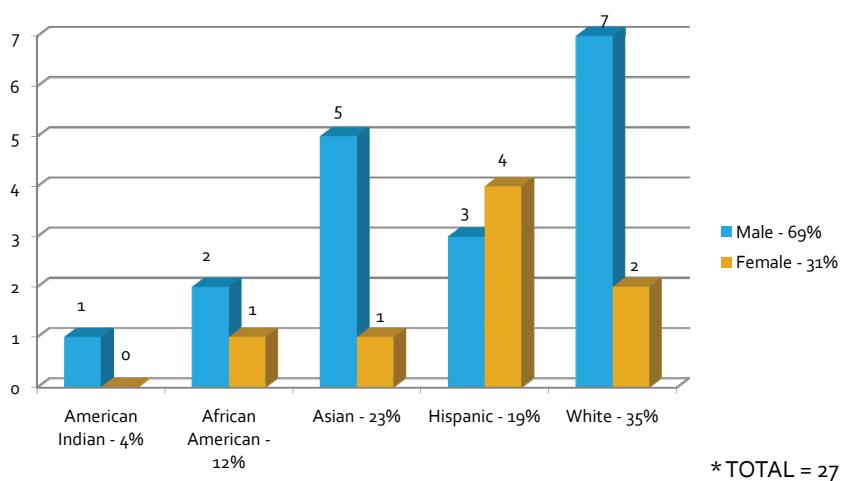


FY 2005-2010

by: Tyquan Parker

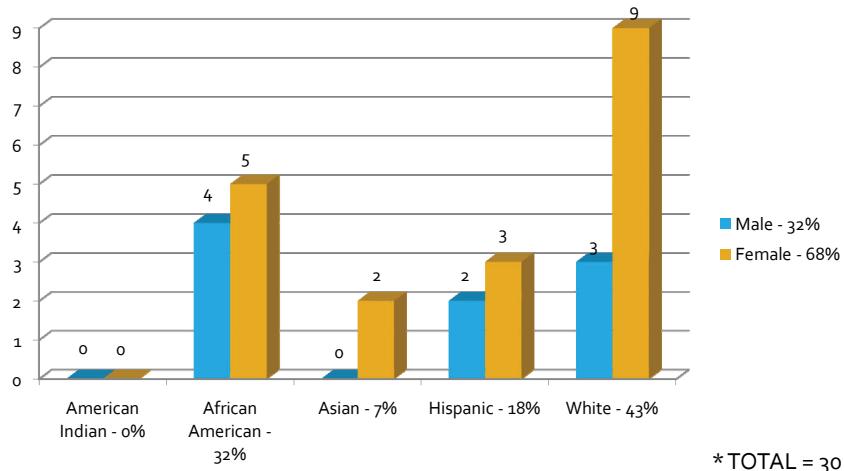
HBCU Intern¹

Future Leaders Program FY 2005



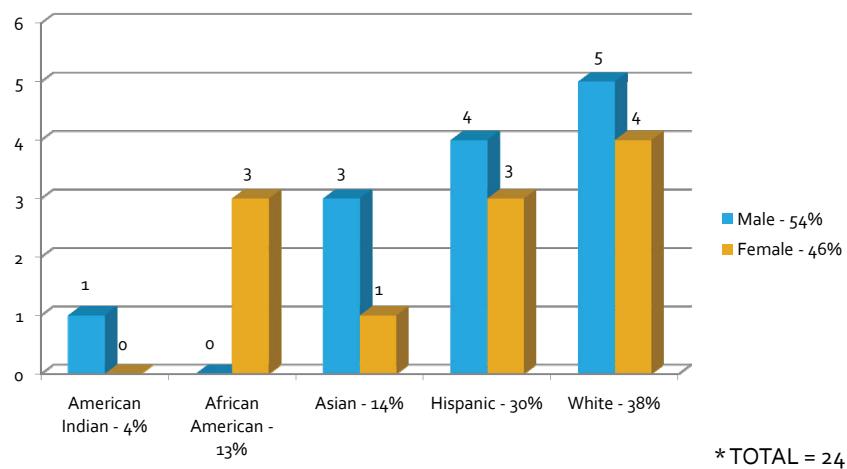
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Future Leaders Program FY 2006



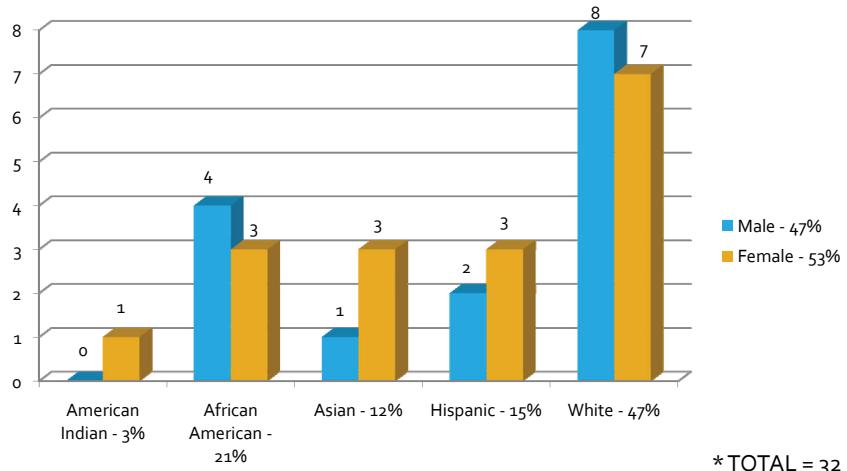
3

Future Leaders Program FY2007



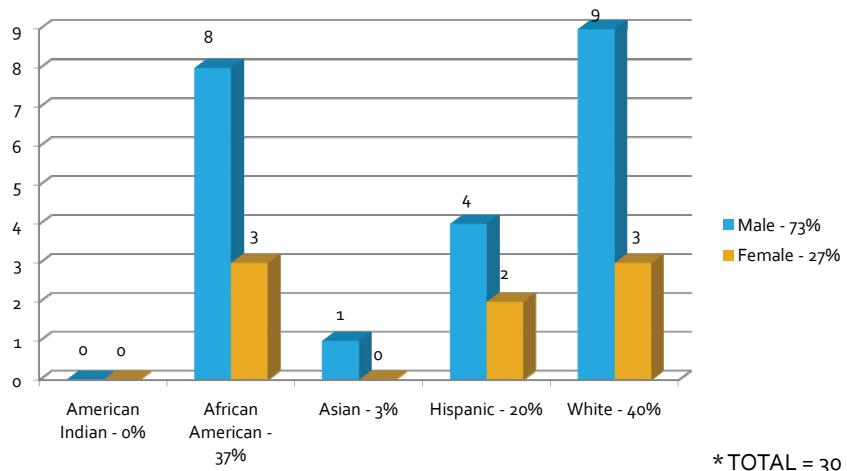
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Future Leaders Program FY 2008



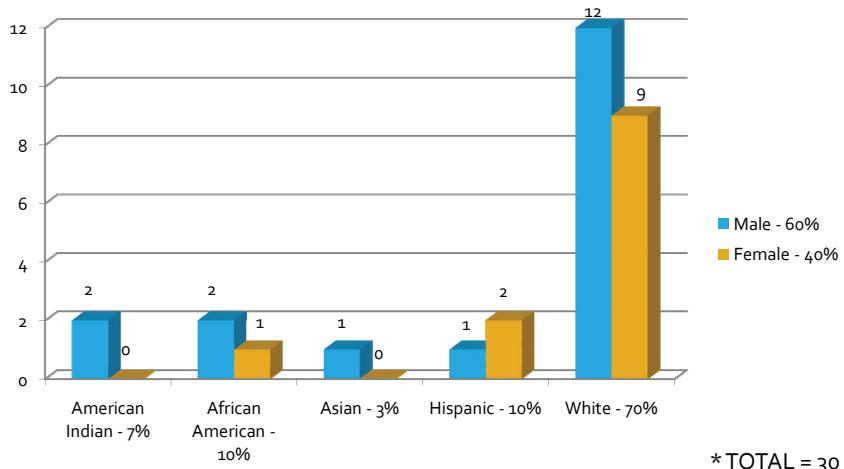
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Future Leaders Program FY 2009



6

Future Leaders Program 2010

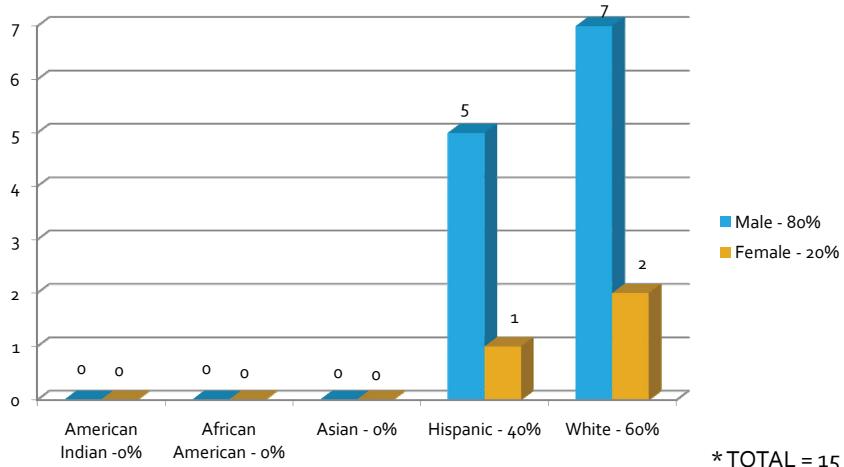


7

Future Leaders Program Retention

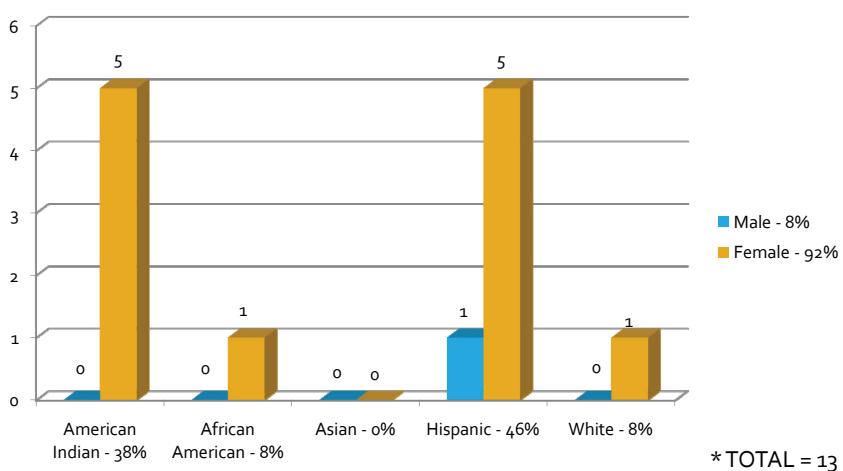
5 YR					77% of 27
4 YR				93% of 30	88% of 27
3 YR			96% of 24	93% of 30	92% of 27
2 YR		93.8% of 32	100% of 24	97% of 30	92% of 27
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 30	100% of 27
	FLP 2009	FLP 2008	FLP 2007	FLP 2006	FLP 2005

SCEP FY2007



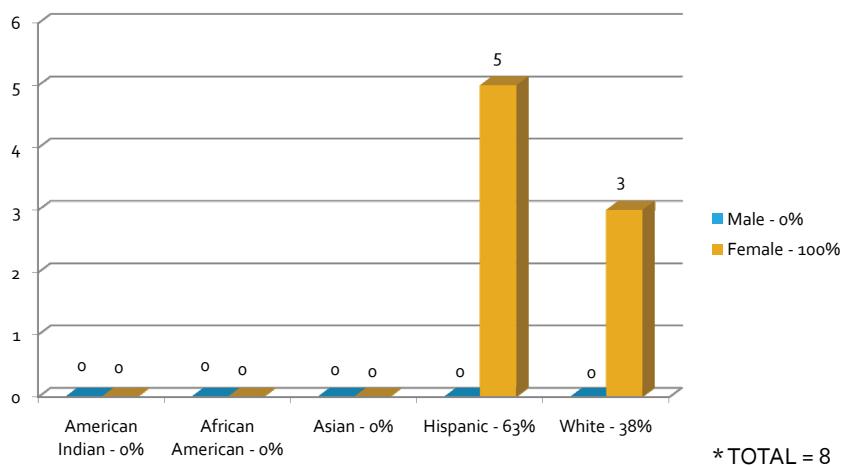
8

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



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EEO and Diversity: Collaborating for Mission Success