



NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2008

Prepared by
EEO and Diversity Program
EEO and Diversity: Collaborating for Mission Success
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TTY 1-866-872-1011

Summary of Staffing Changes for
the
NNSA
as of September 27, 2008:

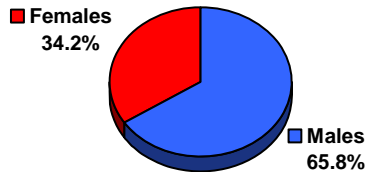
- NNSA increased staffing by 116 FTEs, 2552 in FY 2007 and 2668 in FY 2008.
- Minorities comprise 31.5% of NNSA's workforce, an increase of .6% over FY 2007.
 - American Indian representation comprises 2.2%.
 - African American representation comprises 8.4%.
 - Asian American representation comprises 4.4%.
 - Hispanic representation comprises 16.5%. Hispanic representation fell slightly from 2007, down 0.3% from 16.8%. All others increased.
- Female representation as of 9/27/2008 was 34.2% an increase of 0.9% over September 15, 2007 which was 33.3%.
- The average age is 46.4 years and the average length of service is 17 years.
- Supervisory Analysis: The supervisor ratio is 4.6 to 1. There are 479 supervisors within NNSA, an increase of 28 from 451 in 2007. FY 2008 NNSA supervisors:
 - Males, 379, 14.2% of NNSA employees, and 79.1% of NNSA supervisory staff.
 - Females, 100, 3.7% of NNSA employees and 20.9% of NNSA supervisory staff.

	% of Supervisors	% of NNSA <u>Population</u>
○ American Indian females, 4	0.8%	0.1%
○ American Indian males, 4	0.8%	0.1%
○ African American females, 7	1.4%	0.2%
○ African American males, 15	3.1%	0.5%
○ Asian females, 3	0.6%	0.1%
○ Hispanic females, 18	3.7%	0.6%
○ Hispanic males, 44	9.1%	1.6%
○ White females, 68	14.1%	2.5%
○ White males, 311	64.9%	11.6%

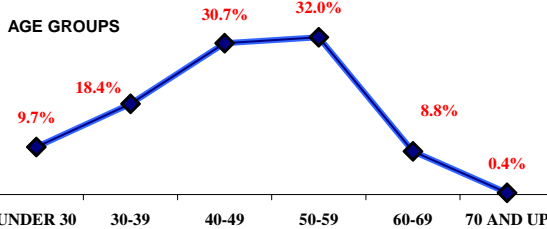
NNSA
As of September 27, 2008

TOTAL	2668
PAY PLAN	
SES	109
EJ/EK/EX	172
EN V	28
EN IV	210
EN III	24
EN 00	9
NN (Engineering)	385
NQ (Prof/Tech/Admin)	1200
NU (Tech/Admin Support)	116
NV (Nuc Mat Courier)	363
NF (Future Ldrs)	45
GS-15	1
GS-14	1
GS-13	2
GS-12	1
GS-11 and Below	2
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	361 13.5%
ELIGIBLE TO RETIRE BY 09/14/2012	758 28.4%
GENDER	
Males	1756 65.8%
Females	912 34.2%
AGE	
AVERAGE AGE	46.4 YRS
UNDER 30	258 9.7%
30-39	492 18.4%
40-49	820 30.7%
50-59	853 32.0%
60-69	235 8.8%
70 AND UP	10 0.4%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	17.0 YRS
LESS THAN 10 YEARS	870 32.6%
10-19 YEARS	679 25.4%
20-29 YEARS	782 29.3%
30-39 YEARS	322 12.1%
40-49 YEARS	15 0.6%
EDUCATION	
Ph.D/Sc.D Degree	87 3.3%
Masters Degrees	730 27.4%
Bachelor Degrees	872 32.7%
No Degrees	979 36.7%
SUPERVISOR RATIO	
SUPERVISORS	479
SUPERVISORS RATIO	4.6 TO 1
DIVERSITY	
American Indian Male	23 0.9%
American Indian Female	34 1.3%
African American Male	89 3.3%
African American Female	137 5.1%
Asian Male	83 3.1%
Asian Female	34 1.3%
Hispanic Male	233 8.7%
Hispanic Female	207 7.8%
White Female	500 18.7%
White Male	1328 49.8%
SPECIAL	
DISABILITY	126 4.7%
VETERANS	733 27.5%

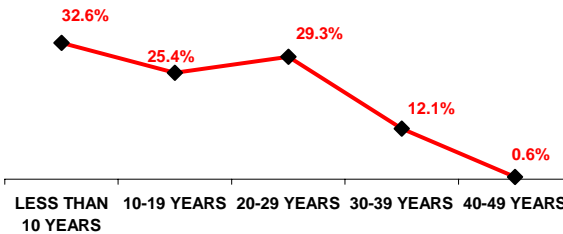
GENDER



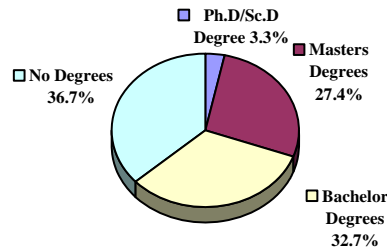
AGE GROUPS



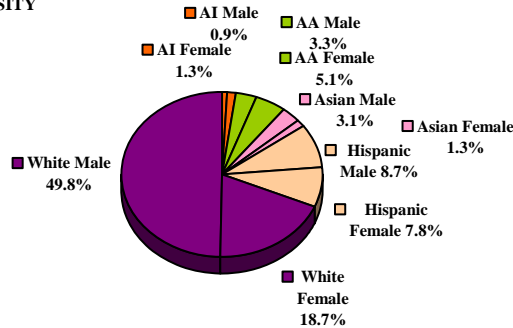
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



NNSA																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
TOTAL	2668	1756	65.8%	912	34.2%	23	0.9%	34	1.3%	83	3.1%	34	1.3%	89	3.3%	137	5.1%	233	8.7%	207	7.8%	1328	49.8%	500	18.7%	
RETIREMENT																										
ELIGIBLE TO RETIRE IMMEDIATELY	361	13.5%	266	10.0%	95	3.6%	3	0.1%	2	0.1%	18	0.7%	3	0.1%	12	0.4%	17	0.6%	30	1.1%	20	0.7%	203	7.6%	53	2.0%
ELIGIBLE TO RETIRE BY 9/27/2012	758	28.4%	520	19.5%	238	8.9%	7	0.3%	4	0.1%	32	1.2%	5	0.2%	27	1.0%	37	1.4%	58	2.2%	51	1.9%	396	14.8%	141	5.3%
AGE																										
AVERAGE AGE	46.4 YRS																									
AGE UNDER 30	258	9.7%	158	5.9%	100	3.7%	1	0.0%	4	0.1%	10	0.4%	9	0.3%	10	0.4%	19	0.7%	22	0.8%	26	1.0%	115	4.3%	42	1.6%
AGE 30-39	492	18.4%	357	13.4%	135	5.1%	7	0.3%	10	0.4%	10	0.4%	6	0.2%	19	0.7%	26	1.0%	58	2.2%	33	1.2%	263	9.9%	60	2.2%
AGE 40-49	820	30.7%	530	19.9%	290	10.9%	6	0.2%	8	0.3%	23	0.9%	13	0.5%	29	1.1%	37	1.4%	81	3.0%	68	2.5%	391	14.7%	164	6.1%
AGE 50-59	853	32.0%	525	19.7%	328	12.3%	8	0.3%	10	0.4%	22	0.8%	5	0.2%	24	0.9%	44	1.6%	56	2.1%	69	2.6%	415	15.6%	200	7.5%
AGE 60-69	235	8.8%	178	6.7%	57	2.1%	1	0.0%	2	0.1%	16	0.6%	1	0.0%	6	0.2%	10	0.4%	15	0.6%	11	0.4%	140	5.2%	33	1.2%
AGE 70 AND UP	10	0.4%	8	0.3%	2	0.1%	0	0.0%	0	0.0%	2	0.1%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	4	0.1%	1	0.0%
FEDERAL SERVICE																										
AVERAGE LENGTH	17.0 YRS																									
LESS THAN 10 YEARS	870	32.6%	596	22.3%	274	10.3%	7	0.3%	15	0.6%	21	0.8%	13	0.5%	34	1.3%	48	1.8%	76	2.8%	49	1.8%	458	17.2%	149	5.6%
10-19 YEARS	679	25.4%	463	17.4%	216	8.1%	8	0.3%	9	0.3%	23	0.9%	12	0.4%	21	0.8%	26	1.0%	63	2.4%	43	1.6%	348	13.0%	126	4.7%
20-29 YEARS	782	29.3%	494	18.5%	288	10.8%	5	0.2%	8	0.3%	33	1.2%	7	0.3%	25	0.9%	38	1.4%	73	2.7%	77	2.9%	358	13.4%	158	5.9%
30-39 YEARS	322	12.1%	192	7.2%	130	4.9%	3	0.1%	2	0.1%	6	0.2%	2	0.1%	8	0.3%	23	0.9%	21	0.8%	38	1.4%	154	5.8%	65	2.4%
40-49 YEARS	15	0.6%	11	0.4%	4	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	2	0.1%	0	0.0%	0	0.0%	10	0.4%	2	0.1%
EDUCATION																										
Ph.D/Sc.D DEGREES	87	3.3%	70	2.6%	17	0.6%	0	0.0%	1	0.0%	8	0.3%	2	0.1%	2	0.1%	3	0.1%	3	0.1%	3	0.1%	57	2.1%	8	0.3%
MASTERS DEGREES	730	27.4%	527	19.8%	203	7.6%	5	0.2%	6	0.2%	33	1.2%	9	0.3%	27	1.0%	32	1.2%	40	1.5%	29	1.1%	422	15.8%	127	4.8%
BACHELORS DEGREES	872	32.7%	578	21.7%	294	11.0%	8	0.3%	8	0.3%	32	1.2%	15	0.6%	20	0.7%	30	1.1%	96	3.6%	60	2.2%	422	15.8%	181	6.8%
NO DEGREE	979	36.7%	581	21.8%	398	14.9%	10	0.4%	19	0.7%	10	0.4%	8	0.3%	40	1.5%	72	2.7%	94	3.5%	115	4.3%	427	16.0%	184	6.9%
SUPERVISORS																										
SUPERVISORS	479	18.0%	379	14.2%	100	3.7%	4	0.1%	4	0.1%	5	0.2%	3	0.1%	15	0.6%	7	0.3%	44	1.6%	18	0.7%	311	11.7%	68	2.5%
SUPERVISORS RATIO	4.6	TO 1																								
SPECIAL																										
DISABILITY	126	4.7%	71	2.7%	55	3.0%	2	0.1%	3	0.1%	2	0.1%	0	0.0%	3	0.1%	9	0.3%	7	0.3%	16	0.6%	57	2.1%	27	1.0%
VETERANS PREFERENCE	733	27.5%	685	25.7%	48	1.8%	12	0.4%	3	0.1%	13	0.5%	1	0.0%	41	1.5%	11	0.4%	89	3.3%	3	0.1%	530	19.9%	30	1.1%

NNSA

Personnel by Percentage

NNSA overall representation is assisted by the Future Leaders Program and the Student career Experience Program. The NNSA Future Leaders Program (FLP) was established in 2005 and continues to attract qualified candidates from diverse backgrounds. The objective of the program is to develop entry-level candidates with degrees in engineering, the physical sciences, or business disciplines. The NNSA has been successful in using the FLP as an important recruitment tool to address current and projected skills gaps identified in the succession planning process. In FY 2008, the NNSA hired 32 participants under the FLP. Of the FY 2008 FLP hires, minorities and females represent 75.0%. NNSA has hired a total of 113 participants since its inception in 2005. Following is the minority and female composition: FY 2008 – 75.0% minorities and females; FY 2007 – 79.0% minorities and females; FY 2006 – 70.0% minorities and females; and FY 2005 – 64.0% minorities and females.

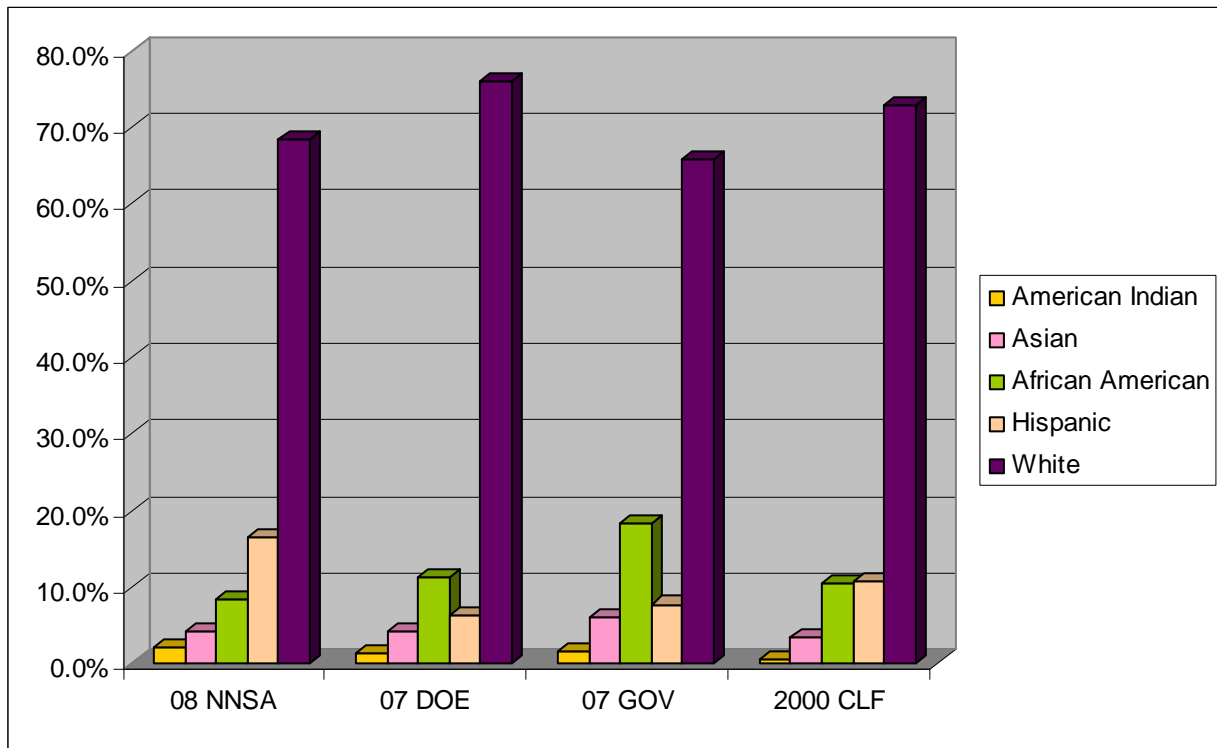
In FY 2008, the NNSA Student Career Experience Program (SCEP) acquired 13 new employees, of which minorities and females represent 100.0%. The NNSA has hired 54 participants since FY 2005. Following is the minority and female composition: FY 2007 – 93.0% minorities and females; FY 2006 – 100% minorities and females; FY 2005 – 100% minorities and females.

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	1.0%	0.8%	1.0%	0.8%	0.9%	0.9%	1.3%	0.9%
Asian	0.8%	3.0%	0.9%	2.8%	1.1%	3.1%	1.3%	3.1%
African American	4.3%	2.9%	4.5%	3.2%	5.0%	3.1%	5.1%	3.3%
Hispanic	8.2%	8.9%	7.6%	8.9%	7.8%	9.0%	7.8%	8.7%
Total Minorities	14.3%	15.6%	14.0%	15.7%	14.8%	16.1%	15.5%	16.0%
Non-Minorities	18.5%	51.6%	18.3%	51.8%	18.5%	50.6%	18.7%	49.8%

Comparisons to Other Workforce Percentages

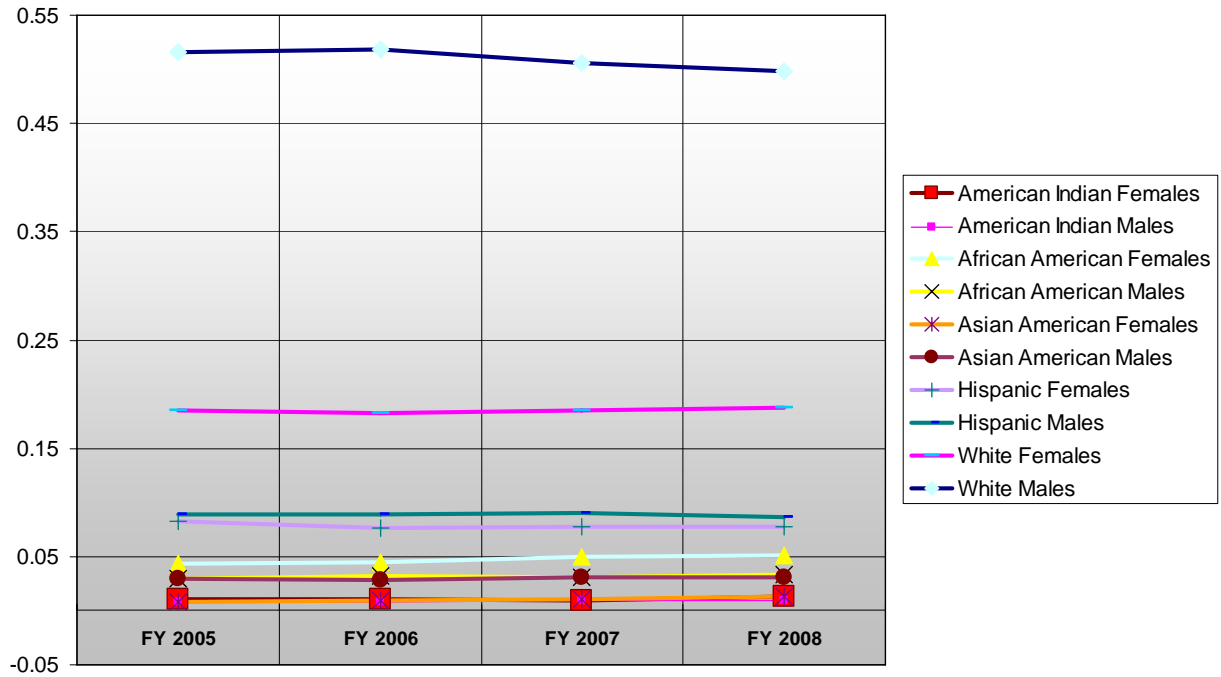
The Charts below depict the workforce diversity compared to the Department of Labor's Civilian Labor Force (CLF) for 2000, the 2007 Executive Branch of Government, and the 2007 Department of Energy (DOE):

	American Indian	Asian	African American	Hispanic	White
08 NNSA	2.2%	4.4%	8.4%	16.5%	68.5%
07 DOE	1.5%	4.4%	11.2%	6.3%	75.9%
07 GOV	1.7%	6.0%	18.4%	7.8%	65.8%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%



The four year trend for NNSA indicates White males slightly decreasing as a percentage of the work force, and White females and minorities slightly increasing over the four-year period.

NNSA-Wide 4-Year Workforce Trend



Accessions - NNSA

FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Minority	6	7	4	16	25	25	52	67	130	388	217	503	720
% of Accessions	0.8%	1.0%	0.6%	2.2%	3.5%	3.5%	7.2%	9.3%	18.1%	53.9%	30.1%	69.9%	100.0%

- Minorities comprised 27.38% of accessions
- Females comprised 30.1% of accessions

FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Minority	4	3	6	3	19	16	11	20	42	137	82	179	261
% of Accessions	1.5%	1.1%	2.3%	1.1%	7.3%	6.1%	4.2%	7.7%	16.1%	52.5%	31.4%	68.6%	100.0%

- Minorities comprised 31.3% of accessions
- Females comprised 31.4% of accessions

FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Minority	1	3	1	8	9	5	16	22	38	88	65	126	191
% of Accessions	0.5%	1.6%	0.5%	4.2%	4.7%	2.6%	8.4%	11.5%	19.9%	46.1%	34.0%	66.0%	100.0%

- Minorities comprised 34.0% of accessions
- Females comprised 34.0% of accessions

FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Minority	8	1	8	4	27	19	26	24	61	159	130	207	337
% of Accessions	2.4%	0.3%	2.4%	1.2%	8.0%	5.6%	7.7%	7.1%	18.1%	47.2%	38.6%	61.4%	100.0%

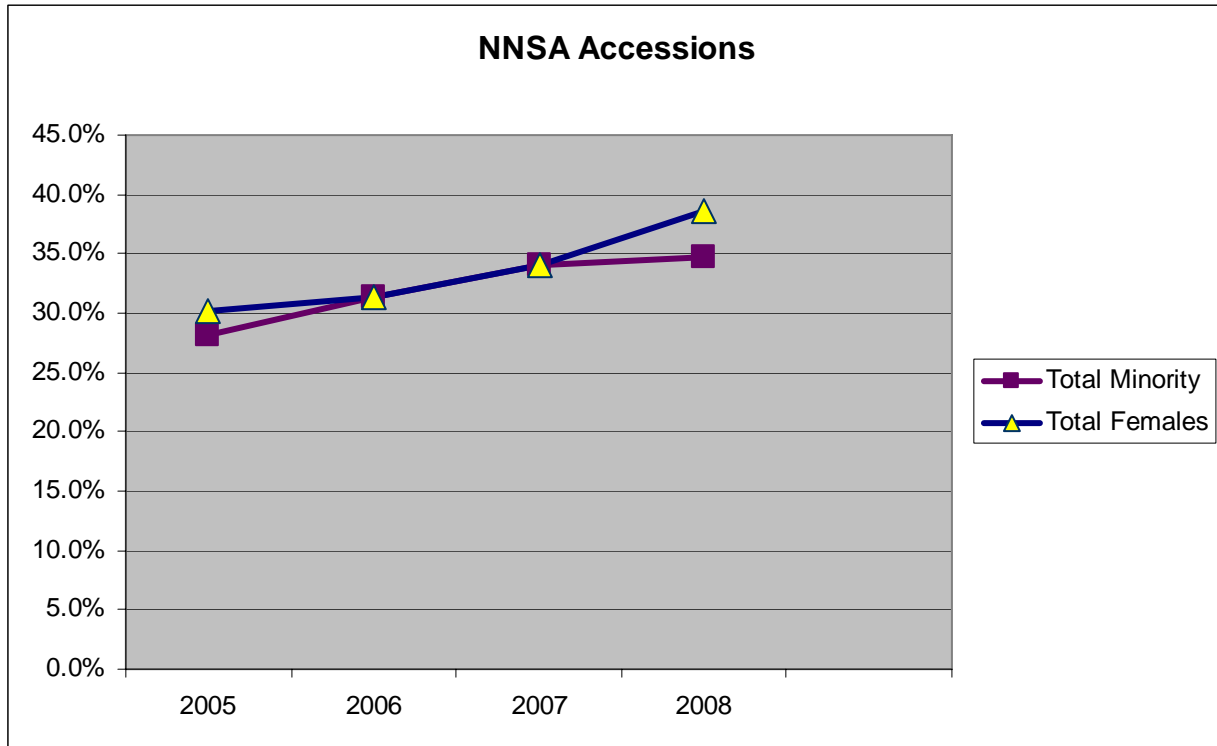
- Minorities comprised 34.7% of accessions
- Females comprised 38.6% of accessions

Accessions – NNSA, continued

The four-year trend for NNSA:

- Minorities comprised 27.38%; 31.3%; 34.0%; and 34.7% of accessions in the four-year period.
- Females comprised 30.1%; 31.4%; 34.0%; and 38.6% of accessions in the four-year period.

Males were 60.0%+ of hires, females, 30.0%-38.6% in the four-year period. White males show a decrease from 53.9% to 46.1% from 2005 to 2007, and an increase to 47.2% in 2008. The effect over the four-year period is a visible increase for total females, 8.5%, an increase for minorities, 6.6%.



Separations NNSA

FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	2	0	3	8	10	7	9	13	34	84	58	112	170
% of Separations	1.2%	0.0%	1.8%	4.7%	5.9%	4.1%	5.3%	7.6%	20.0%	49.4%	34.1%	65.9%	100.0%

- 2 American Indian females, retirement
- 2 Asian females, termination appointment-I* (*transfer to another federal agency); 1 retirement
- 2 Asian male resignation; 1 termination; 1 termination appointment-I*; 4 retirement
- 6 African American female resignations; 1 termination appointment-I*; 3 retirement
- 4 African American male resignation; 2 termination appointment-I*; 1 retirement
- 1 Hispanic female resignation; 1 termination appointment-I*; 1 expiration of appointment; 6 retirement
- 4 Hispanic male resignation; 1 termination appointment-I*; 8 retirement
- 10 White females, resignation; 9 termination appointment-I*; 15 retirement
- 20 White males, resignation; 9 termination appointment-I*; 53 retirement; 2 separation other

FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	4	2	0	6	13	9	19	18	38	107	74	142	216
% of Separations	1.9%	0.9%	0.0%	2.8%	6.0%	4.2%	8.8%	8.3%	17.6%	49.5%	34.3%	65.7%	100.0%

- 1 American Indian female, resignation; 3 termination appointment-I*;
- 1 American Indian male, resignation; 1 separation other
- 1 Asian male resignation; 1 termination appointment-I*; 3 retirement; 1 separation other
- 6 African American females resignation; 6 termination appointment-I*; 1 retirement
- 4 African American males resignation; 4 retirement; 1 expiration of appointment
- 5 Hispanic females resignation; 4 termination appointment-I*; 4 expiration of appointment; 6 retirement
- 7 Hispanic males resignation; 1 termination appointment-I*; 9 retirement; 1 separation other
- 13 White female resignations; 6 termination appointment-I*; 18 retirement; 1 separation other
- 26 White male resignations; 14 termination appointment-I*; 1 removal; 1 termination during probation; 1 expiration of appointment; 1 separation other; 63 retirement

Separations NNSA, continued

FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	1	1	0	2	5	11	21	23	34	119	61	156	217
% of Separations	0.5%	0.5%	0.0%	0.9%	2.3%	5.1%	9.7%	10.6%	15.7%	54.8%	28.1%	71.9%	100.0%

- 1 American Indian female, termination appointment-I*
- 1 American Indian male, retirement
- 1 Asian male resignation; 1 retirement
- 1 African American female resignation; 1 termination appointment-I*; 1 expiration of appointment; 2 African American female retirement
- 5 African American male resignations; 4 termination appointment-I*; 1 retirement; 1 separation other
- 3 Hispanic female resignation; 4 termination appointment-I*; 1 termination; 1 termination during probation; 5 expiration of appointment; 7 retirement
- 7 Hispanic males resignation; 4 termination appointment-I*; 1 removal; 11 retirement
- 8 White females resignation; 5 termination appointment-I*; 21 retirement
- 23 White males resignation; 22 termination appointment-I*; 3 termination during probation; 2 removal; 4 expiration of appointment; 64 retirement; 1 separation other

FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	2	4	4	21	10	18	23	43	131	86	170	256
% of Separations	0.0%	0.8%	1.6%	1.6%	8.2%	3.9%	7.0%	9.0%	16.8%	51.2%	33.6%	66.4%	100.0%

- 1 American Indian male, retirement; 1 termination appointment-I*
- 2 Asian female retirement; 2 resignation
- 3 Asian male retirement; 1 termination appointment-I*
- 3 African American female termination appointment-I*; 1 retirement; 13 resignation; 1 expiration of appointment; 1 termination during probation
- 3 African American male termination appointment-I*; 1 retirement; 6 resignation
- 4 Hispanic female termination appointment-I*; 8 retirement; 5 resignation; 1 termination during probation
- 8 Hispanic male termination appointment-I*; 12 retirement; 3 resignation
- 14 White female termination appointment-I*; 15 retirement; 13 resignation; 1 removal
- 24 White males termination appointment-I*; 60 retirement; 37 resignation; 1 termination during probation; 4 removal; 2 termination; 3 death

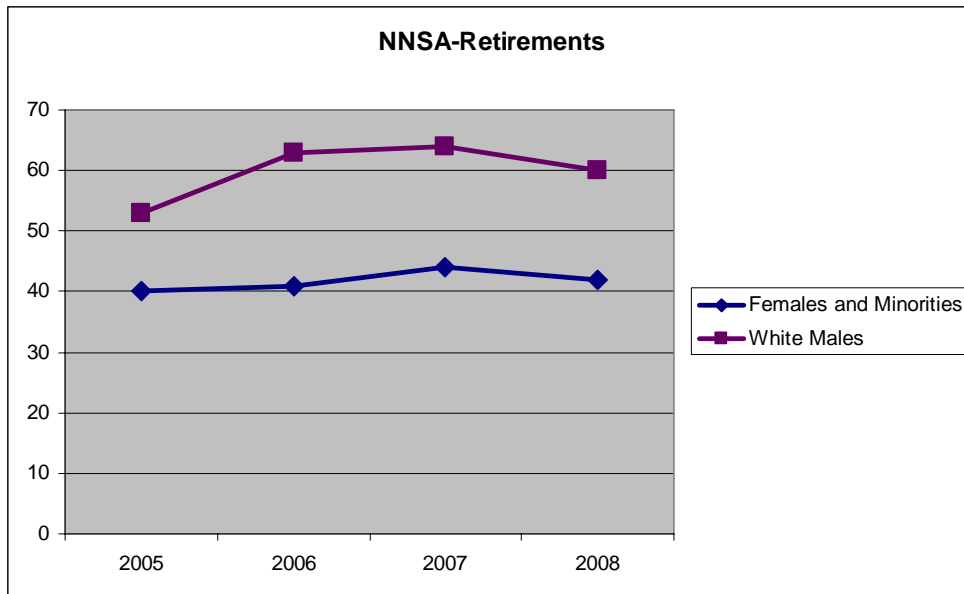
Separations, NNSA, continued (four-year trend)

The four-year trend for NNSA:

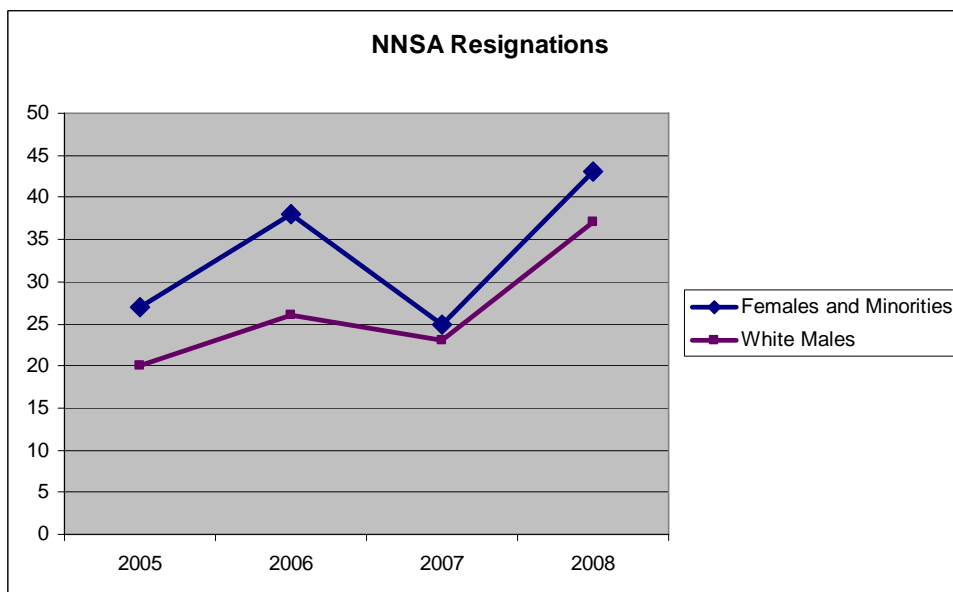
- Minorities comprised 30.6%; 32.9%; 29.5%, and 32.0% of separations in the four-year period.
- Females comprised 34.1%; 34.3%; 28.1%, and 33.6% of separations in the four-year period.

There were 859 separations in the four-year period:

Retirements comprise 47.4% of separations, and 41.0% of retirements were White females and minorities. Individual numbers of retirements per year:

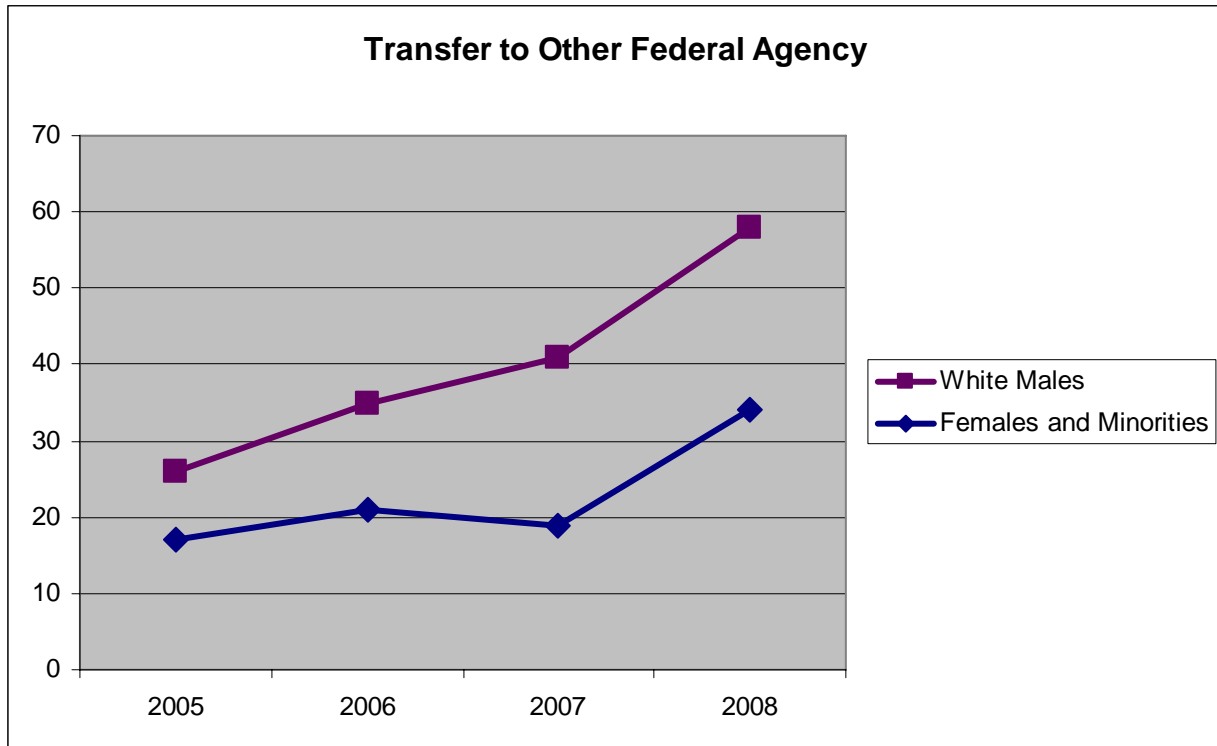


Resignations comprise 27.8% of separations, and 56.6% of resignations were White females and minorities. Individual numbers of resignations per year:



Separations, NNSA, continued (four-year trend)

Transfer to other federal agencies was 18.6%, and White females and minorities comprised 57.0% of these transfers over the four-year period. Note that the number of White males leaving for other federal agencies was fairly close to the numbers of females and minorities leaving in 2005-2006, however, has increased significantly in 2007 and 2008. Individual numbers of transfer to other federal agencies per year below:



The increasing numbers of employees transferring to other federal agencies may be indicative of some research on the generations, and a move in general of the U.S. worker being employed by numerous employers over their career (*Government Executive*, July 1, 2008; *Generation Y: Moving with the Times*, Deloitte and Touche, 2007). This may also be an indication of dissatisfaction with employment at NNSA. Absent exit interviews to specifically point to the reason(s) we cannot make firm analysis. This may however, be an opportunity where retention initiatives can come into play: DEMO with pay for performance, utilizing special hiring options, career advancement opportunities, and awards.

Promotions - NNSA

FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	6	5	2	8	14	12	49	54	84	219	155	298	453
% of Promotions	1.3%	1.1%	0.4%	1.8%	3.1%	2.6%	10.8%	11.9%	18.5%	48.3%	34.2%	65.8%	100.0%

- Minorities comprised 33.1% of promotions
- Females comprised 34.2% of promotions

FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	9	6	4	10	16	21	34	74	63	252	126	363	489
% of Promotions	1.8%	1.2%	0.8%	2.0%	3.3%	4.3%	7.0%	15.1%	12.9%	51.5%	25.8%	74.2%	100.0%

- Minorities comprised 35.6% of promotions
- Females comprised 25.8% of promotions

FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	6	3	6	11	23	17	37	42	74	254	147	327	474
% of Promotions	1.3%	0.6%	1.3%	2.3%	4.9%	3.6%	7.8%	8.9%	15.6%	53.6%	31.0%	69.0%	100.0%

- Minorities comprised 30.6% of promotions
- Females comprised 31.0% of promotions

FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	3	0	2	2	6	1	28	16	20	12	55	31	90
% of Promotions	3.3%	0.0%	2.2%	2.2%	6.7%	1.1%	31.1%	17.8%	22.2%	13.3%	61.1%	34.4%	95.6%

- Minorities comprised 39.0% of promotions
- Females comprised 35.4% of promotions

Promotions – NNSA, continued

The four-year trend for NNSA:

- Minorities comprised 33.1%; 35.6%; 30.6%; and 39.0% of promotions.
- Females comprised 34.2%; 25.8%; 31.0%; and 35.4% of promotions.

Minorities and females had representation in all four years in promotions. Minorities had their highest percentage in 2008, dropping 5.0% in 2007 from the previous year. Females had their highest percentage, 35.4% of promotions in 2008 and their lowest percentage in 2006, 25.8%.

