



WORKFORCE DIVERSITY

NATIONAL NUCLEAR SECURITY ADMINISTRATION

**ADMINISTRATOR AND UNDERSECRETARY
FOR NUCLEAR SECURITY**

Fiscal Year 2009

Prepared by
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**NNSA
2009 Workforce Diversity**

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**Summary of Staffing Changes
National Nuclear Security Administration (NNSA)
as of September 12, 2009**

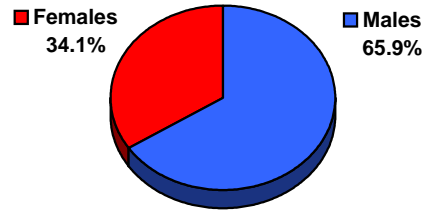
- NNSA increased staffing by 36 FTEs or 1.3%: 2668 in FY 2008 and 2704 employees in FY 2009.
- Minorities comprise 31.8% of NNSA's workforce, an increase of 0.3% over FY 2008.
 - American Indian representation, 2.1%, decrease of 0.1% from FY 2008.
 - African American representation, 9.2%, increase of 0.8% over FY 2008.
 - Asian American representation, 4.2%, decrease of 0.2% from FY 2008.
 - Hispanic representation, 16.3%, decrease of 0.2% from FY 2008.
- White employees comprise 68.3%, a decrease of 0.2% from FY 2008.
- Female representation as of 9/12/2009 was 34.1% a decrease of 0.1% from September 2008 which was 34.2%.
- The average age is 46.2 years and the average length of service is 16.7 years (FY 2008: 46.4 years and 17 years of service).
- Supervisory Analysis: The supervisor ratio is 4.2 to 1. There are 521 supervisors within NNSA, an increase of 42 from 479 in 2008.
 - FY 2009 NNSA supervisors:
 - Males, 419, 80.4% of NNSA supervisory staff, an increase of 40 over FY 2008, 379 male supervisors.
 - Females, 102, 19.6% of NNSA supervisory staff, an increase of 2 over FY 2008, 100 female supervisors.

	<u>% of 521 Supervisors</u>	<u>Increase or Decrease From FY 2008</u>
○ American Indian females, 4	0.8%	0
○ American Indian males, 3	0.6%	-1
○ African American females, 8	1.5%	+1
○ African American males, 16	3.1%	+1
○ Asian females, 3	0.6%	0
○ Asian males, 7	0.3%	+2
○ Hispanic females, 19	3.6%	+1
○ Hispanic males, 49	9.4%	+5
○ White females, 68	13.1%	0
○ White males, 344	66.0%	+33

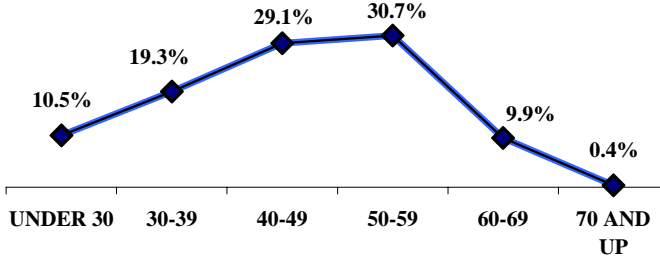
**National Nuclear Security Administration
As of September 12, 2009**

TOTAL	2704
PAY PLAN	
SES	109
SL	1
EJ/EK/EX	137
EN V	37
EN IV	205
EN III	28
EN 00	2
NN (Engineering)	384
NQ (Prof/Tech/Admin)	1228
NU (Tech/Admin Support)	129
NV (Nuc Mat Courier)	378
NF (Future Ldrs)	62
GS-15	1
GS-14	1
GS-13	1
GS-9	1
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	370 13.7%
ELIGIBLE TO RETIRE BY 9/12/2013	783 29.0%
GENDER	
Males	1783 65.9%
Females	921 34.1%
AGE	
AVERAGE AGE	46.2 YRS
UNDER 30	284 10.5%
30-39	523 19.3%
40-49	788 29.1%
50-59	829 30.7%
60-69	269 9.9%
70 AND UP	11 0.4%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	16.7 YRS
LESS THAN 10 YEARS	919 34.0%
10-19 YEARS	682 25.2%
20-29 YEARS	779 28.8%
30-39 YEARS	312 11.5%
40-49 YEARS	12 0.4%
EDUCATION	
J.D./Ph.D/Sc.D Degrees	89 3.3%
Masters Degrees	734 27.1%
Bachelor Degrees	874 32.3%
No Degrees	1007 37.2%
SUPERVISOR RATIO	
SUPERVISORS	521
SUPERVISORS RATIO	4.2 TO 1
DIVERSITY	
American Indian Male	23 0.9%
American Indian Female	33 1.2%
African American Male	97 3.6%
African American Female	151 5.6%
Asian Male	82 3.0%
Asian Female	32 1.2%
Hispanic Male	235 8.7%
Hispanic Female	206 7.6%
White Female	499 18.5%
White Male	1346 49.8%
SPECIAL	
DISABILITY	126 4.7%
VETERANS	775 28.7%

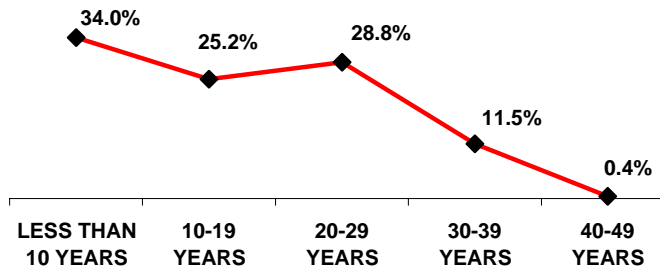
GENDER



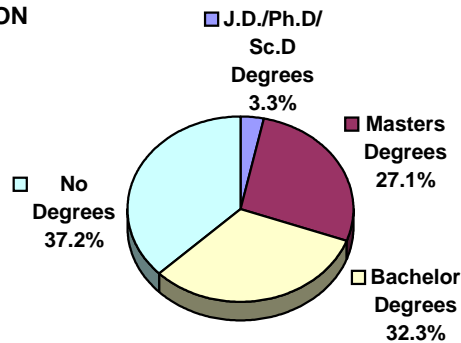
AGE GROUPS



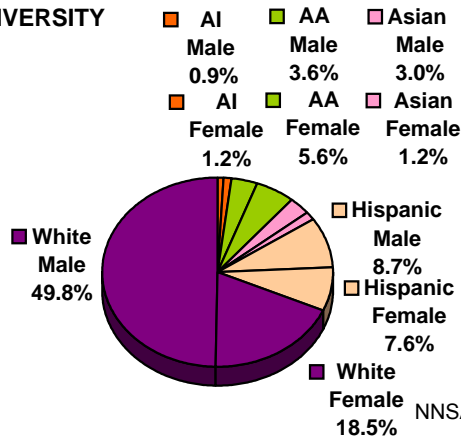
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



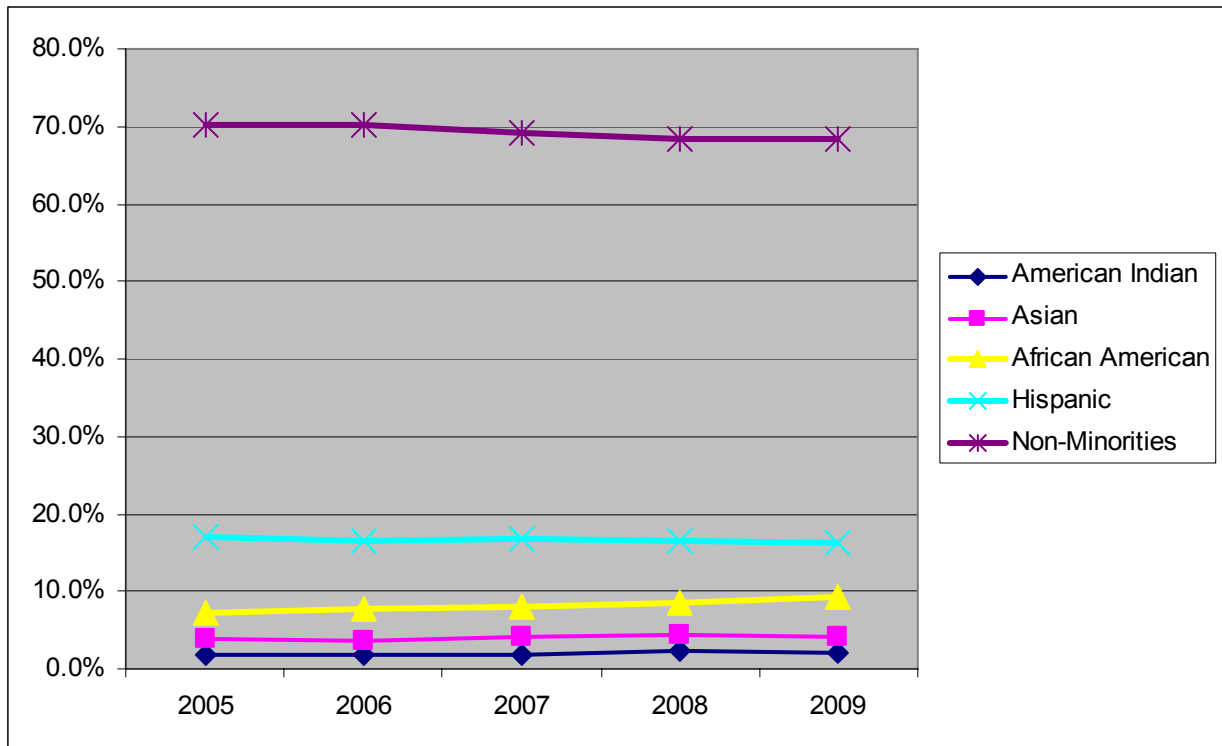
National Nuclear Security Administration																									
		Subtotal				American Indian				Asian				African American				Hispanic				White			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
TOTAL	2704	1783	65.9%	921	34.1%	23	0.9%	33	1.2%	82	3.0%	32	1.2%	97	3.6%	151	5.6%	235	8.7%	206	7.6%	1346	49.8%	499	18.5%
ELIGIBLE TO RETIRE IMMEDIATELY	370 13.7%	265	9.8%	105	3.9%	1	0.0%	1	0.0%	17	0.6%	3	0.1%	10	0.4%	17	0.6%	29	1.1%	19	0.7%	208	7.7%	65	2.4%
ELIGIBLE TO RETIRE BY 9/12/2013	783 29.0%	529	19.6%	254	9.4%	4	0.1%	5	0.2%	29	1.1%	5	0.2%	25	0.9%	40	1.5%	52	1.9%	58	2.1%	419	15.5%	146	5.4%
AGE																									
AVERAGE AGE	46.2 YRS																								
AGE UNDER 30	284 10.5%	179	6.6%	105	3.9%	3	0.1%	4	0.1%	11	0.4%	6	0.2%	17	0.6%	24	0.9%	21	0.8%	28	1.0%	127	4.7%	43	1.6%
AGE 30-39	523 19.3%	380	14.1%	143	5.3%	9	0.3%	9	0.3%	10	0.4%	7	0.3%	20	0.7%	32	1.2%	62	2.3%	31	1.1%	279	10.3%	64	2.4%
AGE 40-49	788 29.1%	510	18.9%	278	10.3%	5	0.2%	8	0.3%	23	0.9%	13	0.5%	30	1.1%	37	1.4%	78	2.9%	67	2.5%	374	13.8%	153	5.7%
AGE 50-59	829 30.7%	502	18.6%	327	12.1%	6	0.2%	11	0.4%	22	0.8%	4	0.1%	23	0.9%	48	1.8%	56	2.1%	70	2.6%	395	14.6%	194	7.2%
AGE 60-69	269 9.9%	204	7.5%	65	2.4%	0	0.0%	1	0.0%	16	0.6%	2	0.1%	6	0.2%	9	0.3%	17	0.6%	10	0.4%	165	6.1%	43	1.6%
AGE 70 AND UP	11 0.4%	8	0.3%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	1	0.0%	1	0.0%	0	0.0%	6	0.2%	2	0.1%
FEDERAL SERVICE																									
AVERAGE LENGTH	16.7 YRS																								
LESS THAN 10 YEARS	919 34.0%	629	23.3%	290	10.7%	10	0.4%	12	0.4%	23	0.9%	11	0.4%	45	1.7%	60	2.2%	75	2.8%	51	1.9%	476	17.6%	156	5.8%
10-19 YEARS	682 25.2%	470	17.4%	212	7.8%	7	0.3%	11	0.4%	20	0.7%	8	0.3%	21	0.8%	29	1.1%	62	2.3%	42	1.6%	360	13.3%	122	4.5%
20-29 YEARS	779 28.8%	497	18.4%	282	10.4%	5	0.2%	8	0.3%	33	1.2%	11	0.4%	24	0.9%	34	1.3%	78	2.9%	79	2.9%	357	13.2%	150	5.5%
30-39 YEARS	312 11.5%	178	6.6%	134	5.0%	1	0.0%	2	0.1%	6	0.2%	2	0.1%	7	0.3%	27	1.0%	20	0.7%	34	1.3%	144	5.3%	69	2.6%
40-49 YEARS	12 0.4%	9	0.3%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%	9	0.3%	2	0.1%
EDUCATION																									
J.D./Ph.D./Sc.D DEGREES	89 3.3%	71	2.6%	18	0.7%	0	0.0%	1	0.0%	5	0.2%	2	0.1%	4	0.1%	3	0.1%	4	0.1%	3	0.1%	58	2.1%	9	0.3%
MASTERS DEGREES	734 27.1%	521	19.3%	213	7.9%	4	0.1%	6	0.2%	33	1.2%	7	0.3%	25	0.9%	32	1.2%	42	1.6%	34	1.3%	417	15.4%	134	5.0%
BACHELORS DEGREES	874 32.3%	583	21.6%	291	10.8%	7	0.3%	8	0.3%	34	1.3%	13	0.5%	27	1.0%	35	1.3%	94	3.5%	59	2.2%	421	15.6%	176	6.5%
NO DEGREES	1007 37.2%	608	22.5%	399	14.8%	12	0.4%	18	0.7%	10	0.4%	10	0.4%	41	1.5%	81	3.0%	95	3.5%	110	4.1%	450	16.6%	180	6.7%
SUPERVISORS																									
SUPERVISORS	521 19.3%	419	15.5%	102	3.8%	3	0.1%	4	0.1%	7	0.3%	3	0.1%	16	0.6%	8	0.3%	49	1.8%	19	0.7%	344	12.7%	68	2.5%
SUPERVISORS RATIO	4.2 TO 1																								
SPECIAL																									
DISABILITY	126 4.7%	71	2.6%	55	2.0%	2	0.1%	3	0.1%	2	0.1%	0	0.0%	5	0.2%	12	0.4%	6	0.2%	13	0.5%	56	2.1%	27	1.0%
VETERANS PREFERENCE	775 28.7%	721	26.7%	54	2.0%	13	0.5%	3	0.1%	13	0.5%	1	0.0%	42	1.6%	13	0.5%	90	3.3%	4	2.6%	563	20.8%	33	1.2%

NNSA

Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	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%	0.9%	1.2%
Asian	0.8%	3.0%	0.9%	2.8%	1.1%	3.1%	1.3%	3.1%	1.2%	3.0%
African American	4.3%	2.9%	4.5%	3.2%	5.0%	3.1%	5.1%	3.3%	5.6%	3.6%
Hispanic	8.2%	8.9%	7.6%	8.9%	7.8%	9.0%	7.8%	8.7%	7.6%	8.7%
Total Minorities	14.3%	15.6%	14.0%	15.7%	14.8%	16.1%	15.5%	16.0%	15.3%	16.5%
Non-Minorities	18.5%	51.6%	18.3%	51.8%	18.5%	50.6%	18.7%	49.8%	18.5%	49.8%

Five-Year Trend

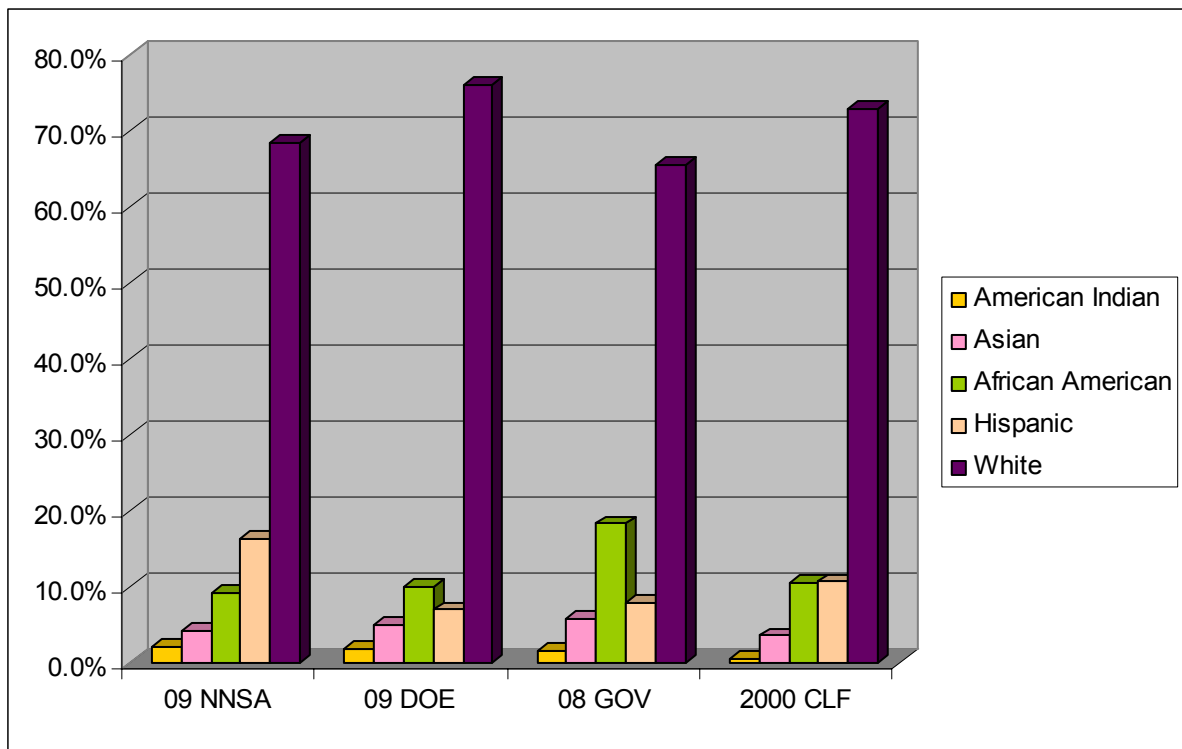


The five-year trend for employees at NNSA indicates slight movement downward for White, Hispanic and American Indian employees as a portion of the total NNSA work force. Slight movement updated for African American and Asian employees.

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 2008 Executive Branch of Government (from EEOC.gov -- 2009 figures not available at the time of this report, October 2009), and the 2009 Department of Energy (DOE).

	American Indian	Asian	African American	Hispanic	White
09 NNSA	2.1%	4.2%	9.2%	16.3%	68.3%
09 DOE	2.0%	5.0%	10.0%	7.0%	76.0%
08 GOV	1.6%	5.9%	18.3%	7.9%	65.4%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%



NNSA is at or above DOE representation for American Indian and Hispanic populations. Below DOE representation for Asian; African American; and White populations.

Government-wide, NNSA is above federal sector representation for American Indian; Hispanic and White populations. NNSA is below government-wide employment of Asian and African American populations.

Compared to the 2000 CLF, NNSA is above CLF for American Indian; Asian; and Hispanic populations; and below for African American and White populations.

Future Leaders Program and Student Career Experience Program

With an eye toward the 2010 census, NNSA will have more current data regarding the CLF and our recruitment and retention efforts.

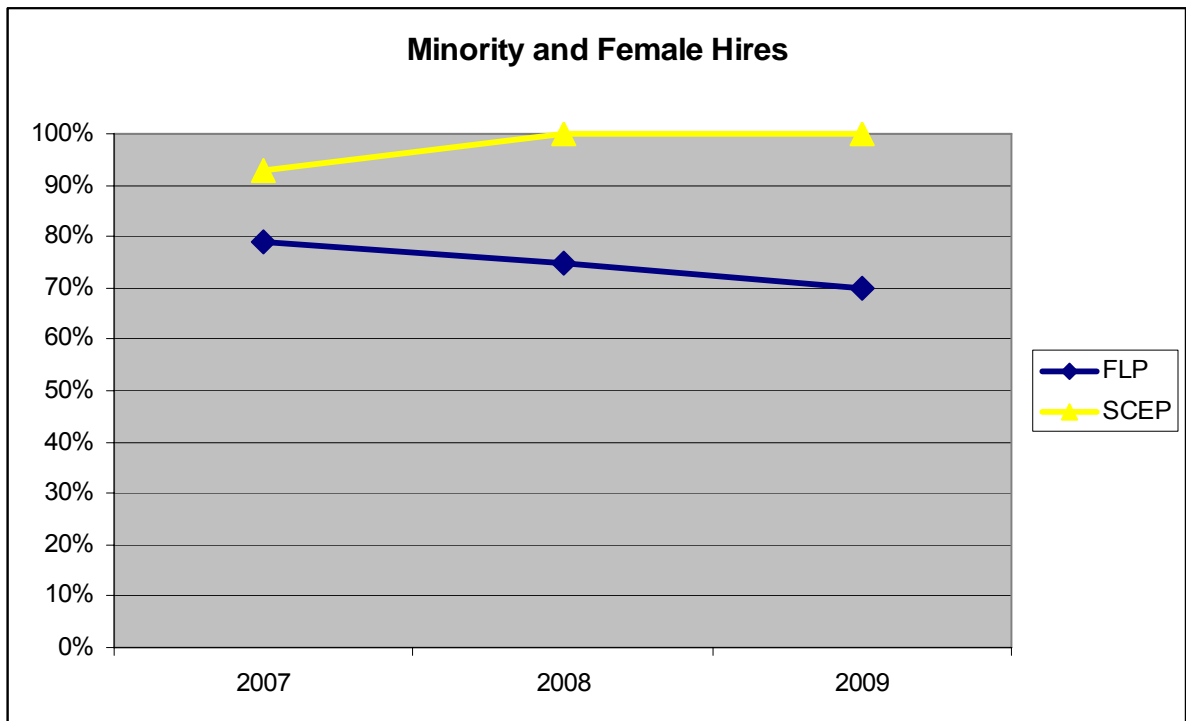
NNSA-wide, planning for the future, the organization is effectively utilizing the NNSA Future Leader's Program (FLP) and the Student Career Experience Program (SCEP), implemented in 2007, to recruit employees, bring them in and prepare them for career positions with NNSA:

Future Leaders –

- FY 2009, 30 FLP hires: minorities and females represent 70.0%.
- FY 2008, 32 FLP hires: minorities and females represent 75.0%.
- FY 2007, 24 FLP hires: minorities and females represent 79.0%.
- FY 2006, 30 FLP hires: minorities and females represent 70.0%.
- FY 2005, 27 FLP hires, minorities and females represent 64.0%.

Student Career Experience Program –

- FY 2009, 8 SCEP hires: Minorities and females represent 100.0%.
- FY 2008, 13 SCEP hires: Minorities and females represent 100.0%.
- FY 2007, 15 SCEP hires: Minorities and females represent 93.0%.



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

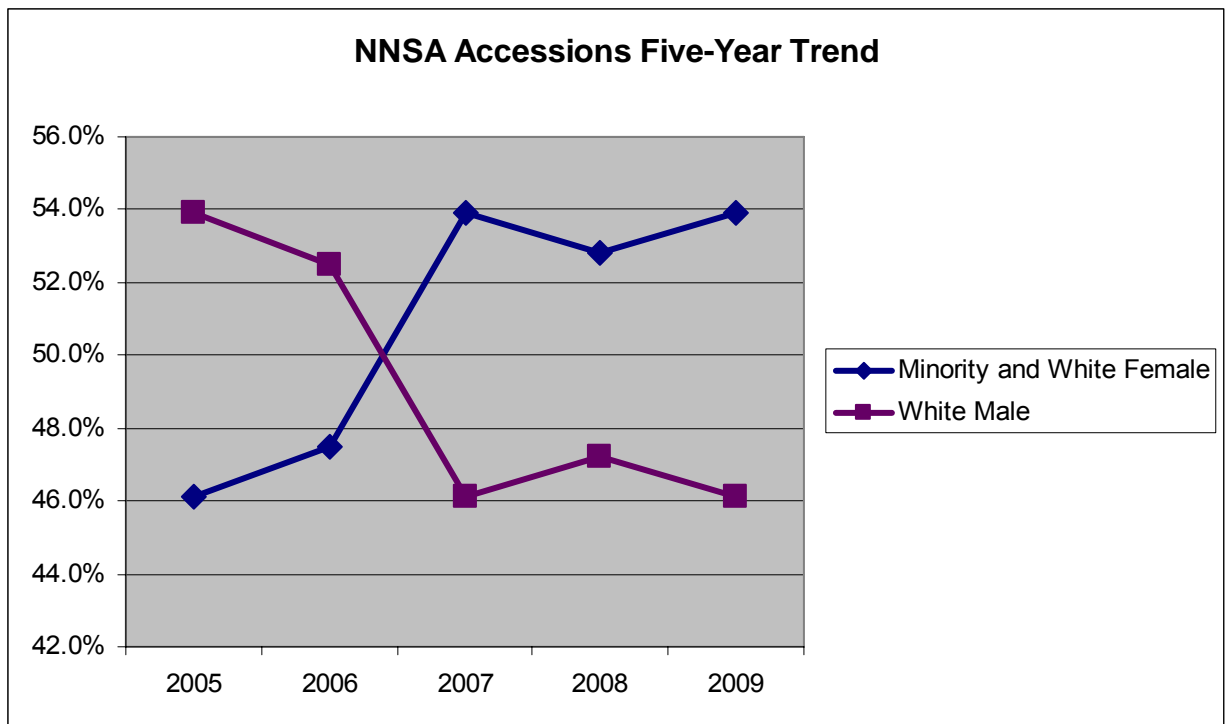
FY 2009

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Minority	0	4	3	5	17	23	16	18	51	117	87	167	254
% of Accessions	0.0%	1.6%	1.2%	2.0%	6.7%	9.1%	6.3%	7.1%	20.1%	46.1%	34.3%	65.7%	100.0%

- Minorities comprised 33.9% of accessions
- Females comprised 34.3% of accessions

The five-year trend for NNSA:

- Minorities comprised 27.38%; 31.3%; 34.0%; 34.7%; and 33.9% of accessions in the five-year period.
- Females comprised 30.1%; 31.4%; 34.0%; 38.6%; and 34.3% of accessions in the five-year period.
- In the five-year period, there were a total of 1763 accessions. Percentages of the 1763 for each population:
 - White males, 50.4%
 - White females, 18.3%
 - Hispanic males, 8.6%
 - Hispanic females, 6.9%
 - African American males, 5.0%
 - African American females, 5.5%
 - Asian males, 2.0%
 - Asian females, 1.2%
 - American Indian males, 1.0%
 - American Indian females, 1.1%



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 expiration of appointment; 63 retirement; and 3 separation-other

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; and 1 retirement
- 1 African American female resignation; 1 termination appointment-I*; 1 expiration of appointment; and 2 African American female retirement
- 5 African American male resignations; 4 termination appointment-I*; 1 retirement; and 1 separation other
- 3 Hispanic female resignation; 4 termination appointment-I*; 5 expiration of appointment; 7 retirement; and 2 separation-other
- 7 Hispanic males resignation; 4 termination appointment-I*; 11 retirement; and 1 separation-other
- 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; and 1 separation-other
- 3 African American male termination appointment-I*; 1 retirement; 6 resignation
- 4 Hispanic female termination appointment-I*; 8 retirement; 5 resignation; and 1 separation-other
- 8 Hispanic male termination appointment-I*; 12 retirement; and 3 resignation
- 14 White female termination appointment-I*; 15 retirement; 13 resignation; and 1 separation-other
- 24 White males termination appointment-I*; 60 retirement; 37 resignation; and 10 separation-other

Separations, NNSA, continued

FY 2009

	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	3	3	6	14	10	16	15	36	98	70	132	202
% of Separations	0.5%	1.5%	1.5%	3.0%	6.9%	5.0%	7.9%	7.4%	17.8%	48.5%	34.7%	65.3%	100.0%

- 1 American Indian female, retirement voluntary
- 2 American Indian male, retirement voluntary; 1 resignation
- 2 Asian female resignation; 1 termination appointment-I*
- 2 Asian male retirement; 2 termination appointment-I*; 1 expiration of appointment; 1 resignation
- 3 African American female retirement voluntary; 1 retirement special option; 2 termination appointment-I*; 1 resignation; 7 expiration of appointment
- 3 African American male retirement; 1 termination appointment-I*; 2 resignation; 2 expiration of appointment; 2 separation-other
- 7 Hispanic female retirement voluntary; 3 retirement special option; 1 retirement-other; 3 termination appointment-I*; 2 expiration of appointment
- 6 Hispanic male retirement voluntary; 6 termination appointment-I*; 3 resignation
- 8 White female retirement voluntary; 5 retirement special option; 6 termination appointment-I*; 8 resignation; 7 expiration of appointment; 2 separation-other
- 39 White males retirement voluntary; 7 retirement special option; 2 retirement mandatory; 14 termination appointment-I*; 23 resignation; 4 expiration of appointment; 1 separation-military; 8 separation-other

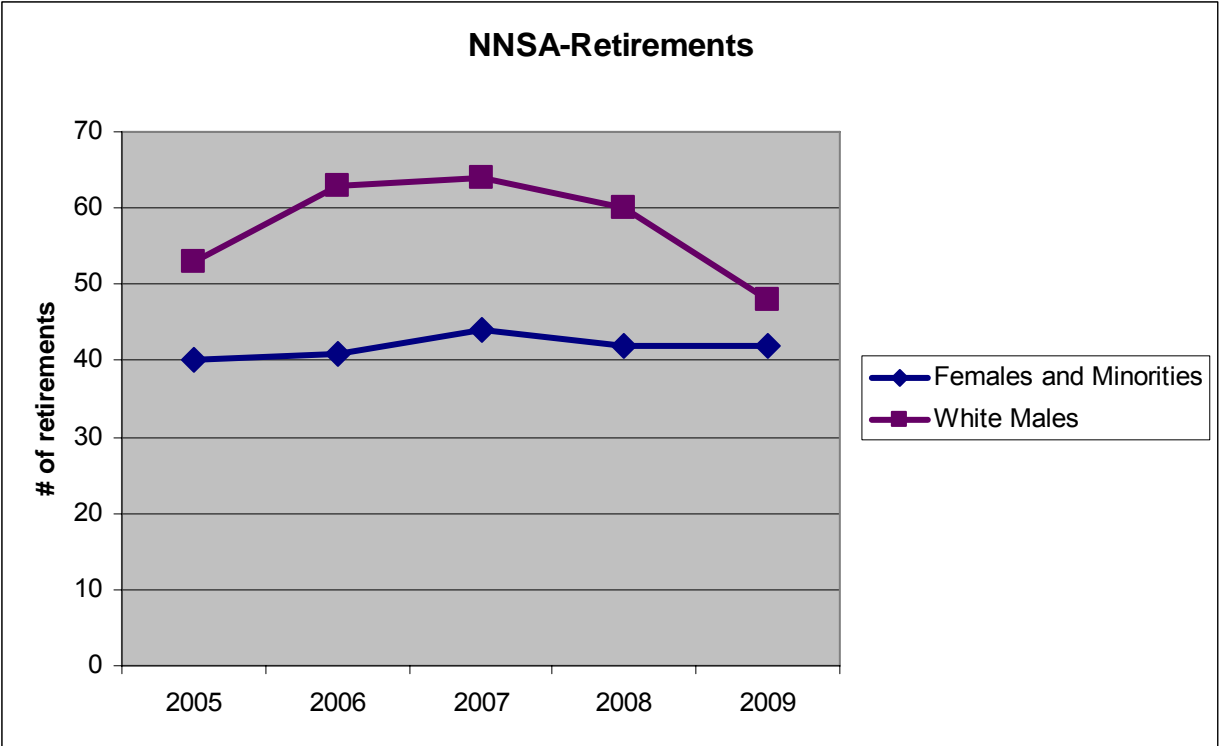
The five-year trend for NNSA:

- Minorities comprised 30.6%; 32.9%; 29.5%; 32.0%; and 33.7% of separations in the five-year period.
- Females comprised 34.1%; 34.3%; 28.1%; 33.6%; and 34.7% of separations in the five-year period.

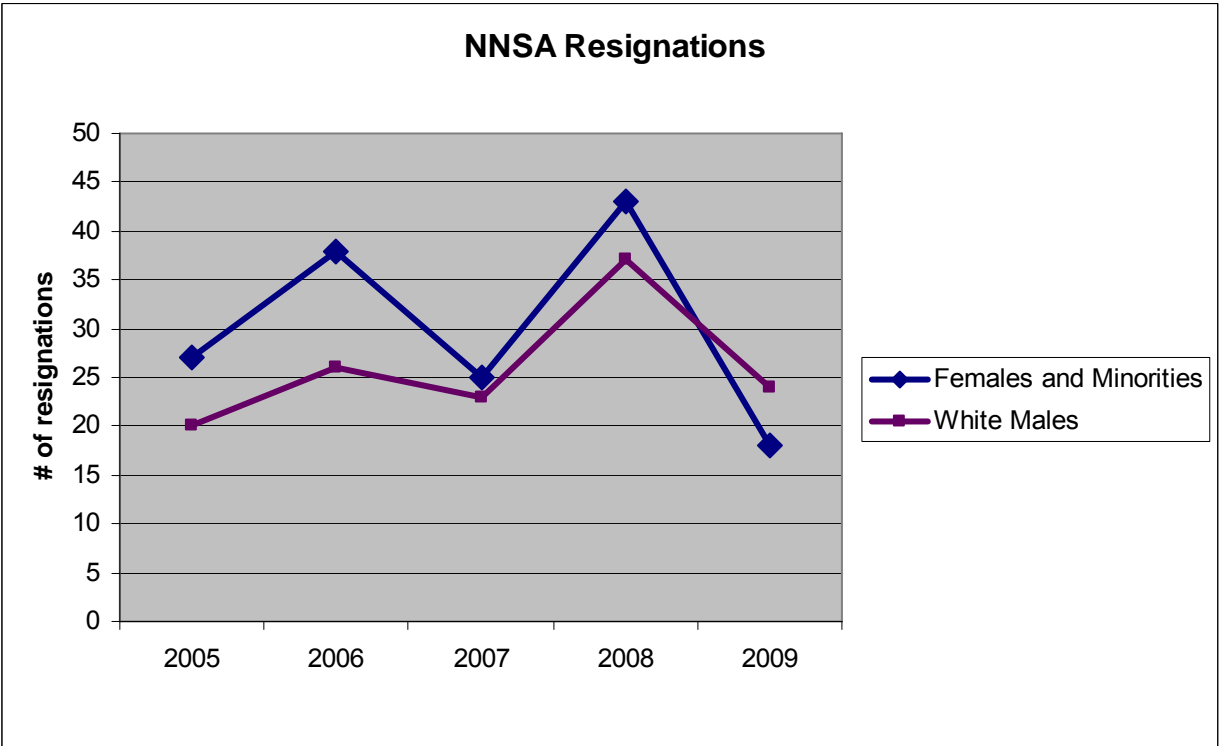
There were 1061 separations in the five-year period (1071 accessions in the same period):

Retirements comprise 46.8% of separations, and 42.1% of retirements were White females and minorities. White males comprised 57.9% of the retirements in the five-year period. As you can see from the graph on the next page, the number of retirements for all employees peaked in 2007, and is dropping off in 2008 and 2009.

As the average age of NNSA employees dropped slightly in 2009 (see page 2) from the 2008 figure, and perhaps because of the economy, the number of retirements decreased in 2009 compared to the 2008 number. The combination of average age decrease and a question of retirement now or later for those eligible within 1-5 years, are factors for managers to consider in work force planning efforts: recruitment and retention (succession planning, identifying mission critical positions, career development program participation, and other employee development options).

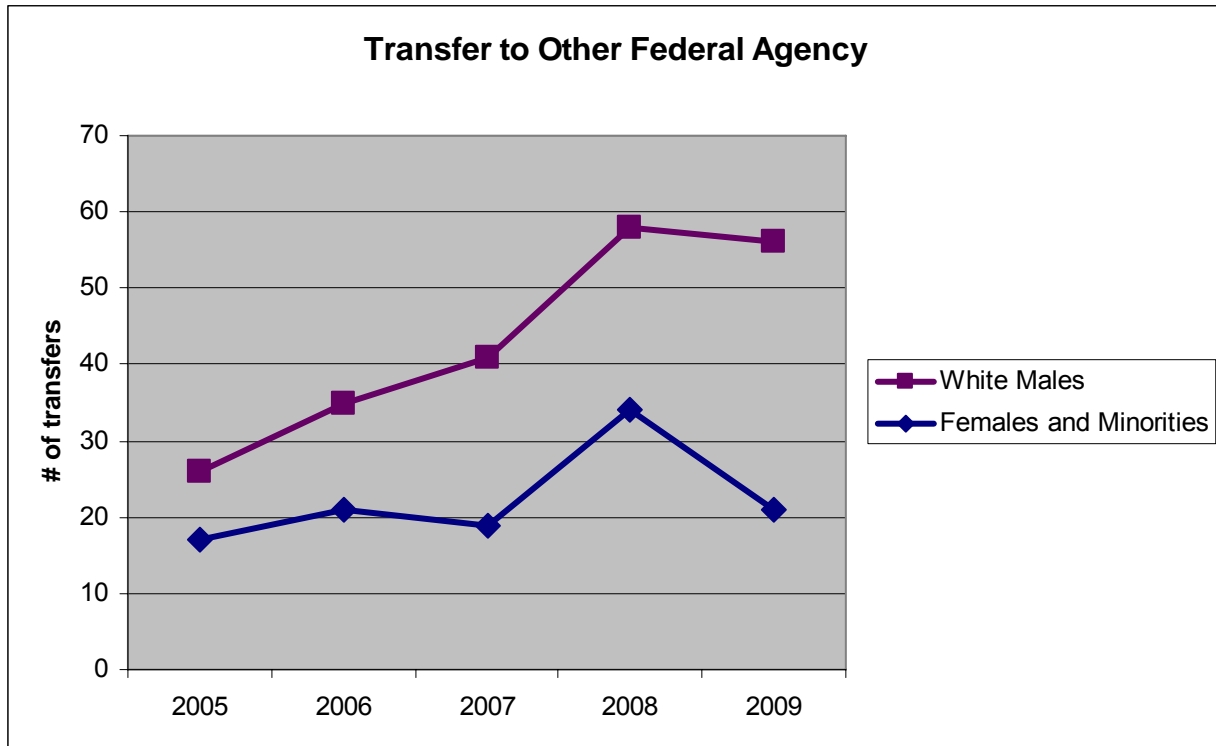


Resignations comprise 26.5% of separations, and 53.7% of resignations were White females and minorities during the five-year period.



Separations, NNSA, continued (five-year trend)

Transfer to other federal agencies was 18.4%, and White females and minorities comprised 57.4% of these transfers over the five-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, increased significantly in 2007-2008, and tapered off in 2009. In 2008 the number of females and minorities transferring to other federal agencies, reached a peak in the five-year period. Finally, during the time period, 2008-2009, the number of females and minorities transferring to other federal agencies has decreased.



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 development program 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	146	327	473
% of Promotions	1.3%	0.6%	1.3%	2.3%	4.9%	3.6%	7.8%	8.9%	15.6%	53.7%	30.9%	69.1%	100.0%

- Minorities comprised 30.7% of promotions
- Females comprised 30.9% 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	4	1	5	8	21	12	45	43	51	166	126	230	356
% of Promotions	1.1%	0.3%	1.4%	2.2%	5.9%	3.4%	12.6%	12.1%	14.3%	46.6%	35.4%	64.6%	100.0%

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

Promotions – NNSA, continued

FY 2009

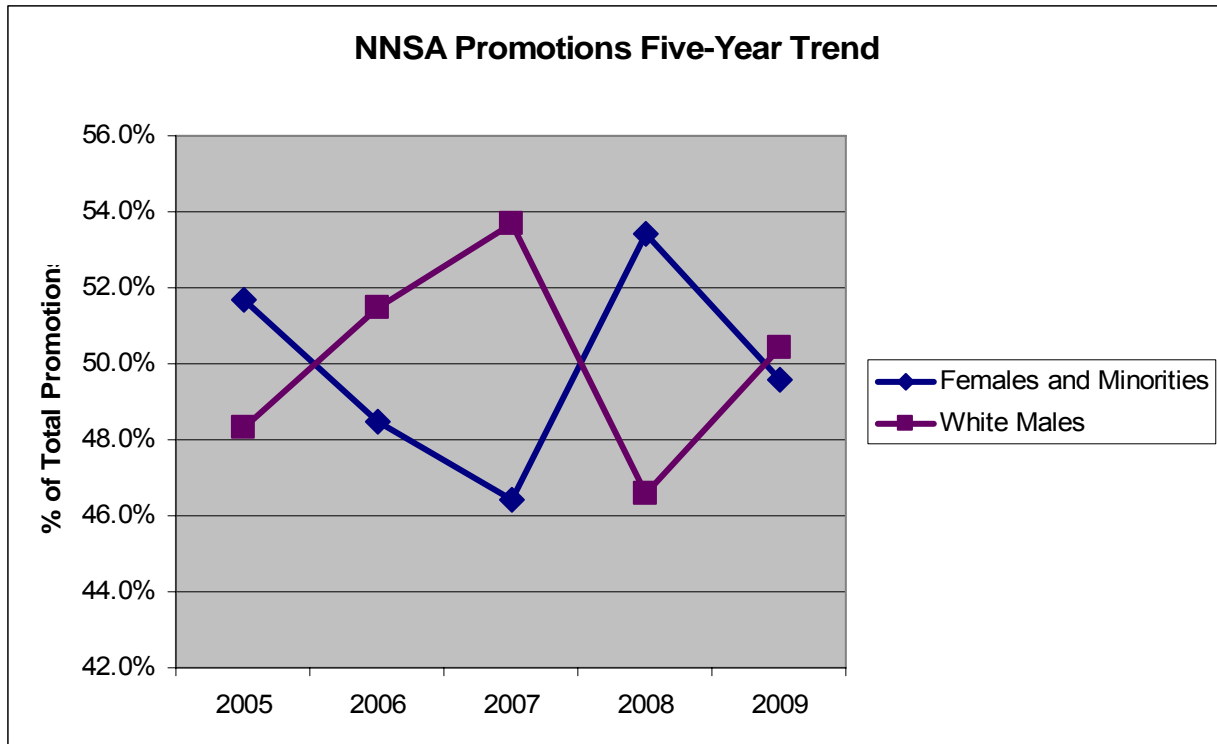
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	3	3	5	8	15	8	17	29	36	126	76	174	250
% of Promotions	1.2%	1.2%	2.0%	3.2%	6.0%	3.2%	6.8%	11.6%	14.4%	50.4%	30.4%	69.6%	100.0%

- Minorities comprised 35.2% of promotions.
- Females comprised 30.4% of promotions.

The five-year trend for NNSA:

- Minorities comprised 33.1%; 35.6%; 30.7%; 39.0%; and 36.5% of promotions.
- Females comprised 34.2%; 25.8%; 30.9%; 35.4%; 30.4% of promotions.
- White males comprised 48.3%; 51.5%; 53.7%; 46.6%; and 50.4% of promotions.

Minorities and females had representation in all five years in promotions. NA-15, Office of Secure Transportation has the largest percentage of promotions, 43.0%, and is the largest organization within NNSA, with 602 employees. Please see the individual organization reports on the NNSA Intranet at the [NNSA EEO and Diversity website](#) for more information.





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EEO and Diversity: Collaborating for Mission Success