



WORKFORCE DIVERSITY

Y-12

OFFICE OF THE MANAGER

NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2009

Prepared by
NNSA Service Center EEO and Diversity Program
EEO and Diversity: Collaborating for Mission Success
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**Y-12
2009 Workforce Diversity**

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**Summary of Staffing Changes for
Y-12
as of September 12, 2009**

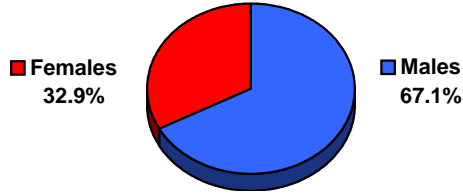
- Y-12 decreased staffing by 3 FTEs. There were 79 employees in 2009 and 82 in 2008. Note that 2008 was also a decrease from 2007.
- Minorities comprise 12.7% of Y-12 workforce, an increase over the 12.1% in 2008, which was down from 13.1% in 2007.
 - There are no American Indian employees.
 - African American representation comprises 7.6%, an increase over 7.3% in 2008. The employee number, 6, did not change.
 - Asian American representation comprises 3.8%, slightly up from 3.7% in 2008. The employee number, 3, did not change.
 - Hispanic representation comprises 1.2%, no change from 2008, 1 employee.
- Female representation is 32.9%, up from 29.3% in 2008. The population increased by 2 female employees.
- The average age is 49.4 years, and the average length of service is 20.2 years. 2008 figures: 28.4 years of age, and 19.2 years of service.
- Supervisory Analysis: The supervisor ratio is 10.3 to 1. There are 7 supervisors, down 1 from 2008.
 - Males, 6, 87.7% of Y-12 supervisory staff, 1 less than 2008.
 - Females, 1, 14.3% of Y-12 supervisory staff, no change from 2008.

	% of Supervisors	Increase or Decrease from 2008
○ White females, 1	14.3%	0
○ White males, 6	87.7%	-1

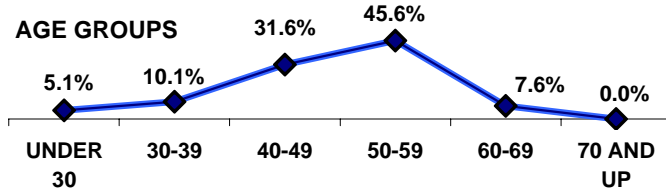
**Y-12
As of September 12, 2009**

TOTAL	79
PAY PLAN	
SES	2
EJ	4
EK	21
EN V	1
EN IV	21
EN III	1
NN (Engineering)	9
NQ (Prof/Tech/Admin)	19
NU (Tech/Admin Support)	1
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	9 11.4%
ELIGIBLE TO RETIRE BY 9/12/2013	24 30.4%
GENDER	
Males	53 67.1%
Females	26 32.9%
AGE	
AVERAGE AGE	49.4 YRS
UNDER 30	4 5.1%
30-39	8 10.1%
40-49	25 31.6%
50-59	36 45.6%
60-69	6 7.6%
70 AND UP	0 0.0%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	20.2 YRS
LESS THAN 10 YEARS	15 19.0%
10-19 YEARS	22 27.8%
20-29 YEARS	30 38.0%
30-39 YEARS	11 13.9%
40-49 YEARS	1 1.3%
EDUCATION	
J.D./Ph.D/Sc.D Degrees	1 1.3%
Masters Degrees	28 35.4%
Bachelor Degrees	40 50.6%
No Degrees	10 12.7%
SUPERVISOR RATIO	
SUPERVISORS	7
SUPERVISORS RATIO	10.3 TO 1
DIVERSITY	
American Indian Male	0 0.0%
American Indian Female	0 0.0%
African American Male	1 1.3%
African American Female	5 6.3%
Asian Male	3 3.8%
Asian Female	0 0.0%
Hispanic Male	0 0.0%
Hispanic Female	1 1.3%
White Female	20 25.3%
White Male	49 62.0%
SPECIAL	
DISABILITY	5 6.3%
VETERANS	24 30.4%

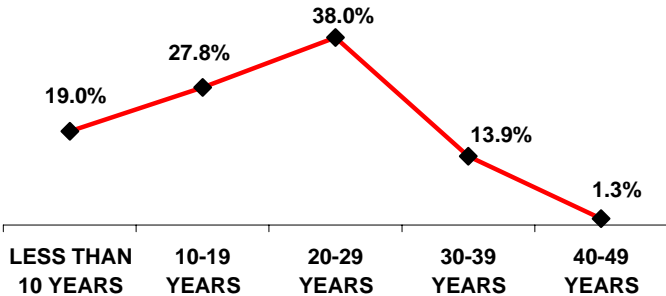
GENDER



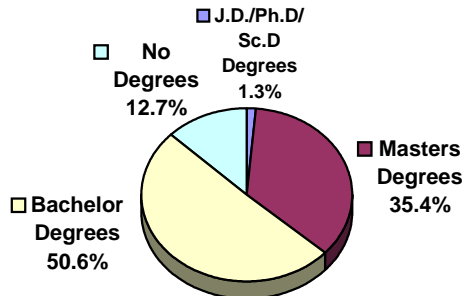
AGE GROUPS



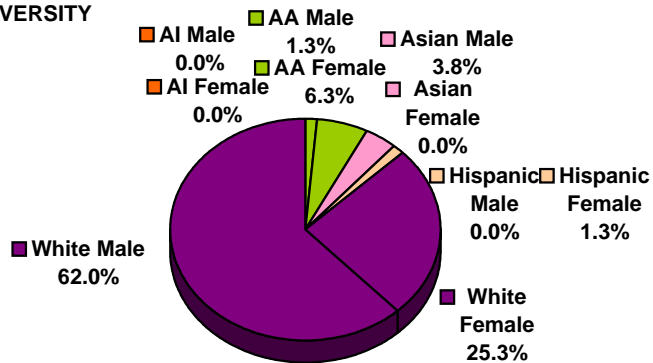
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY

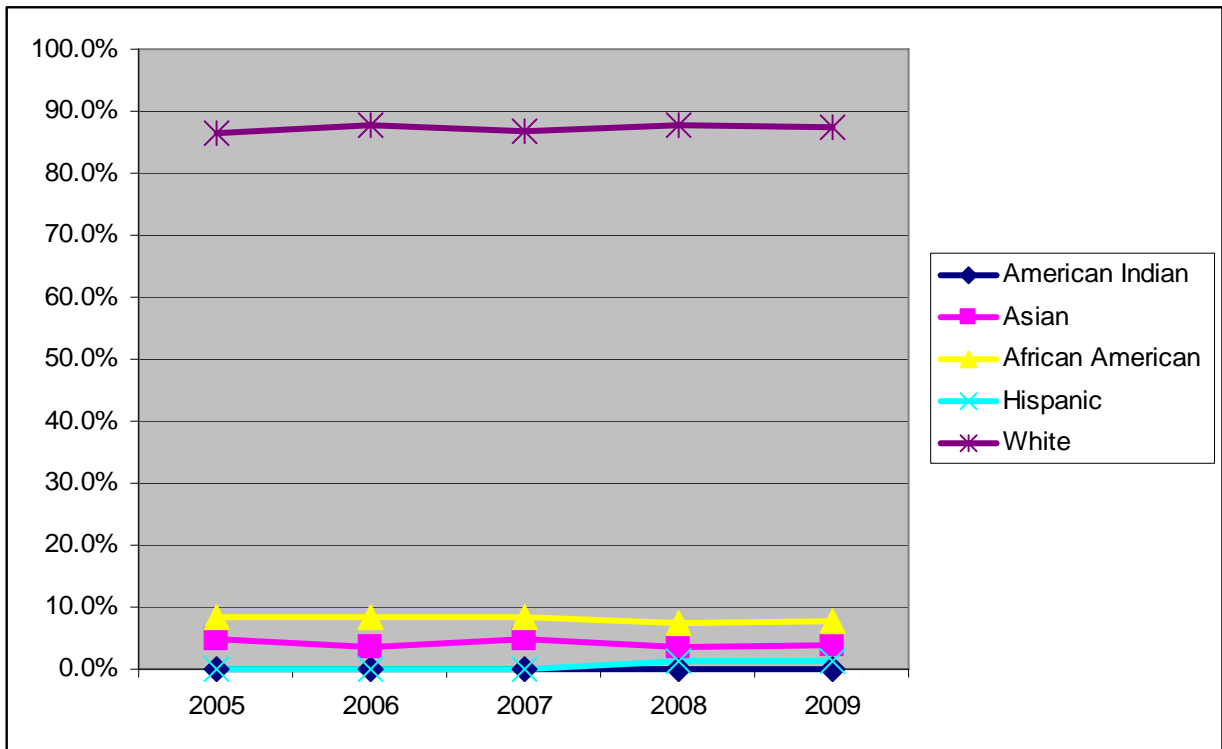


Y-12 Site Office																											
		Subtotal				American Indian				Asian				African American				Hispanic				White					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female							
TOTAL	79	53	67.1%	26	32.9%	0	0.0%	0	0.0%	3	3.8%	0	0.0%	1	1.3%	5	6.3%	0	0.0%	1	1.3%	49	62.0%	20	25.3%		
ELIGIBLE TO RETIRE IMMEDIATELY	9	11.4%	9	11.4%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	10.1%	0	0.0%	
ELIGIBLE TO RETIRE BY 9/12/2013	24	30.4%	20	25.3%	4	5.1%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	18	22.8%	4	5.1%	
AGE																											
AVERAGE AGE	49.4 YRS																										
AGE UNDER 30	4	5.1%	2	2.5%	2	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	2	2.5%	1	1.3%	
AGE 30-39	8	10.1%	4	5.1%	4	5.1%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	3	3.8%	2	2.5%	
AGE 40-49	25	31.6%	14	17.7%	11	13.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	14	17.7%	10	12.7%	
AGE 50-59	36	45.6%	27	34.2%	9	11.4%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	1.3%	2	2.5%	0	0.0%	0	0.0%	25	31.6%	7	8.9%	
AGE 60-69	6	7.6%	6	7.6%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	6.3%	0	0.0%	
AGE 70 AND UP	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
FEDERAL SERVICE																											
AVERAGE LENGTH	20.2 YRS																										
LESS THAN 10 YEARS	15	19.0%	12	15.2%	3	3.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	12	15.2%	2	2.5%	
10-19 YEARS	22	27.8%	12	15.2%	10	12.7%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	11	13.9%	8	10.1%	
20-29 YEARS	30	38.0%	22	27.8%	8	10.1%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	20	25.3%	6	7.6%	
30-39 YEARS	11	13.9%	6	7.6%	5	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	1	1.3%	0	0.0%	0	0.0%	5	6.3%	4	5.1%	
40-49 YEARS	1	1.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	
EDUCATION																											
J.D./Ph.D/Sc.D DEGREES	1	1.3%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	
MASTERS DEGREES	28	35.4%	22	27.8%	6	7.6%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	21	26.6%	5	6.3%	
BACHELORS DEGREES	40	50.6%	28	35.4%	12	15.2%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	1	1.3%	1	1.3%	0	0.0%	1	1.3%	25	31.6%	10	12.7%	
NO DEGREES	10	12.7%	3	3.8%	7	8.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.8%	0	0.0%	0	0.0%	3	3.8%	4	5.1%	
SUPERVISORS																											
SUPERVISORS	7	8.9%	6	7.6%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	7.6%	1	1.3%	
SUPERVISORS RATIO	10.3	TO 1																									
SPECIAL																											
DISABILITY	5	6.3%	3	3.8%	2	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	3	3.8%	1	1.3%	
VETERANS PREFERENCE	24	30.4%	23	29.1%	1	1.3%	0	0.0%	0	0.0%	2	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5.1%	0	0.0%	21	26.6%	1	1.3%

Y-12

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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	4.9%	0.0%	3.7%	0.0%	4.8%	0.0%	3.7%	0.0%	3.8%
African American	7.3%	1.2%	7.3%	1.2%	7.1%	1.2%	6.1%	1.2%	6.3%	1.3%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	1.3%	0.0%
Total Minorities	7.3%	6.1%	7.3%	4.9%	7.1%	6.0%	7.3%	4.9%	7.6%	5.1%
Non-Minorities	25.6%	61.0%	24.4%	63.4%	23.8%	63.1%	22.0%	65.9%	25.3%	62.0%

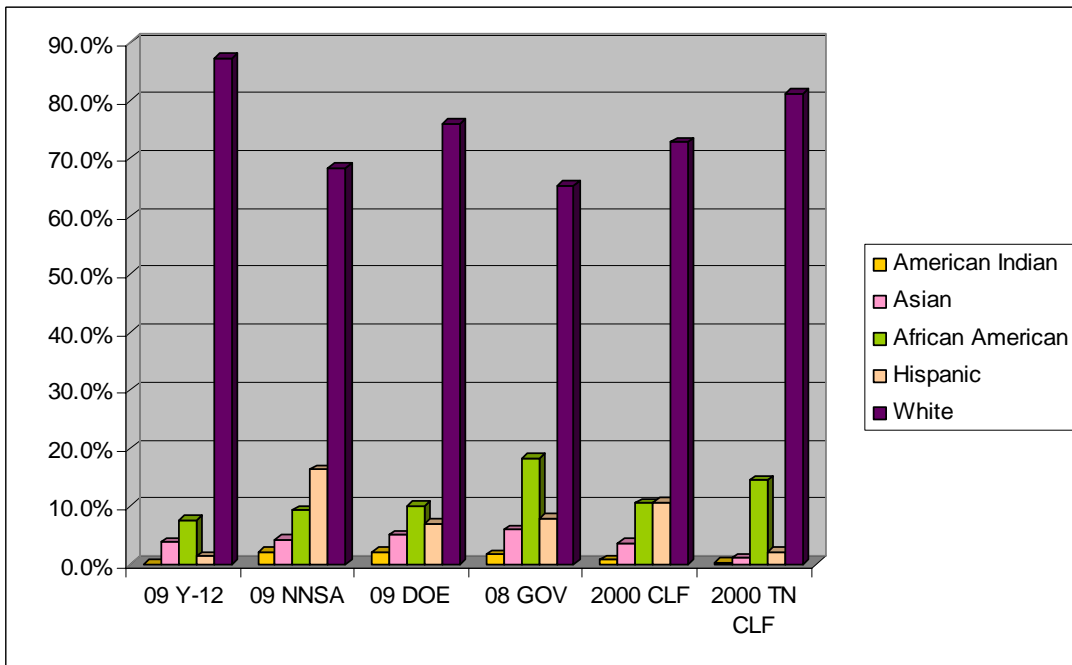


The five-year trend for Y-12 is steady with very little movement: A one or two employee gain or loss in any particular category from year to year. There are no American Indian self-identified employees at Y-12 in the five-year period. The first Hispanic identified employee was brought on in 2008.

Comparison to Other Workforce Percentages

The Charts below depict the workforce diversity compared to 2009 NNSA-wide; 2009 Department of Energy (DOE); the 2008 Executive Branch of Government, (as of the writing of this report, EEOC did not have 2009 government-wide information available); the Department of Labor’s Civilian Labor Force (CLF) for 2000, the Tennessee 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
09 Y-12	0.0%	3.8%	7.6%	1.3%	87.3%
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%
2000 TN CLF	0.3%	1.0%	14.5%	2.1%	81.2%



Y-12 representation:

- Below all comparison groups for American Indian representation, 0.0% at Y-12.
- Above all comparison groups for White representation, 87.3% at Y-12.
- Below NNSA-wide representation for Asian, African American, and Hispanic.
- Below for 2009 Department of Energy (DOE) representation for Asian, African American and Hispanic.
- Below for 2008 federal government representation for Asian, African American, and Hispanic.
- Above by 0.2 for Asian over 2000 CLF, below -3.1 for African American, and -9.4 for Hispanic.
- Above by 2.8 for Asian over 2000 TN CLF, below 6.9 for African American, and 0.8 for Hispanic.

Accessions – Y-12

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 Race	0	0	0	1	0	0	0	0	1	8	1	
% of Accessions	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	80.0%	10.0%	90.0%	100.0%

- Minorities comprised 10.0% of accessions
- Females comprised 10.0% 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 Race	0	0	0	0	0	0	0	0	1	3	1	
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	25.0%	75.0%	100.0%

- Minorities, no accessions
- Females comprised 25.% 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 Race	0	0	0	1	0	0	0	0	1	2	1	
% of Accessions	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	75.0%	100.0%

- Minorities comprised 25.0% of accessions
- Females comprised 25.0% 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 Race	0	0	0	0	0	0	0	0	0	3	0	
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%

- No minority or female accessions

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 Race	0	0	0	1	0	0	0	0	2	0	2	
% of Accessions	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	66.7%	33.3%	100.0%

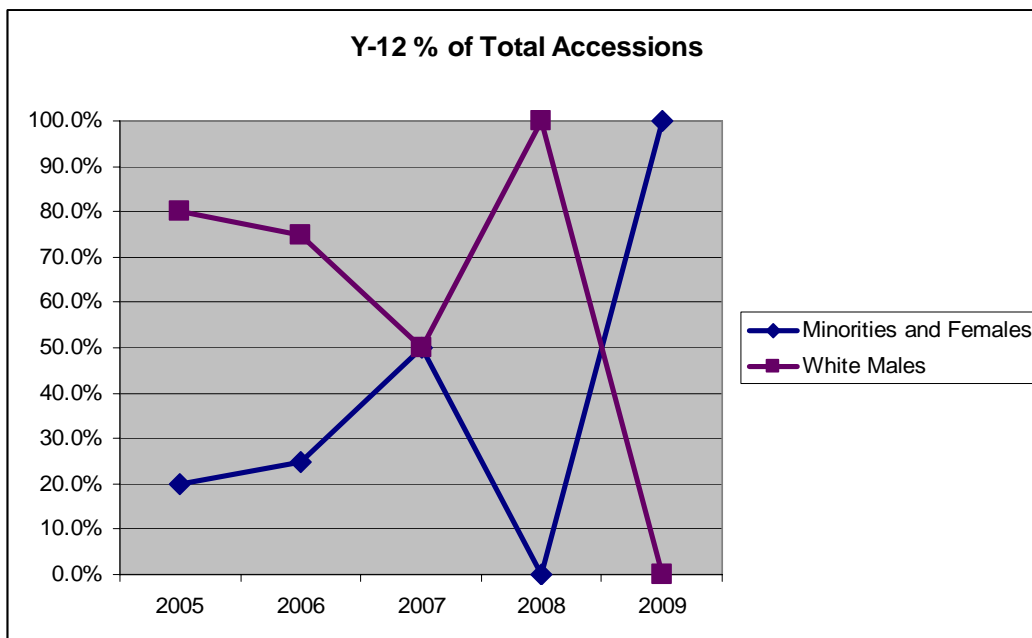
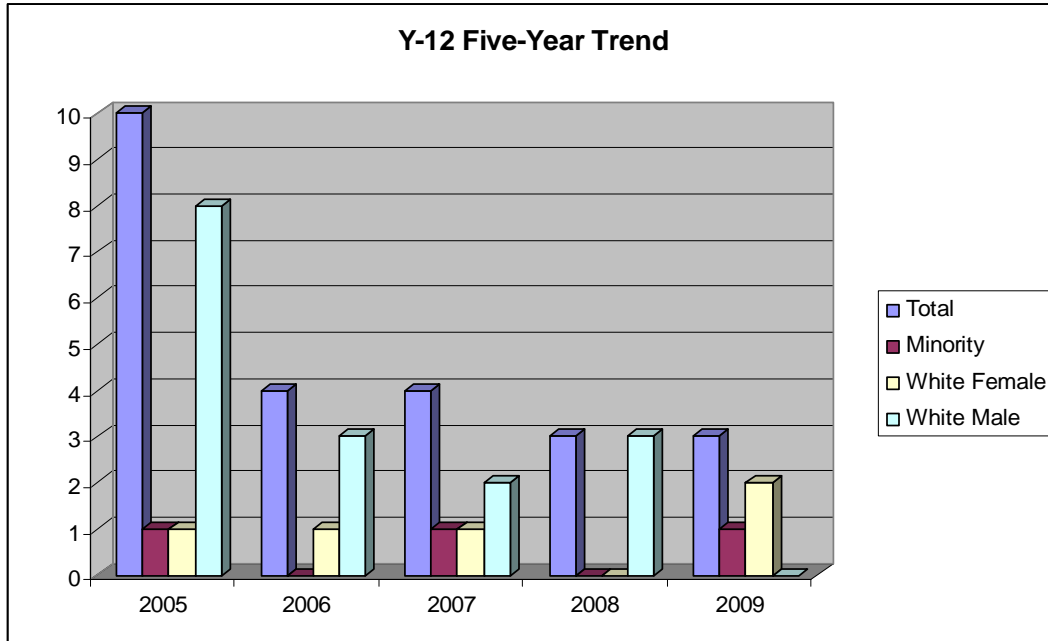
- Minorities comprised 33.3% of accessions
- Females comprised 66.7% of accessions

Accessions – Y-12, continued

The five-year trend for Y-12:

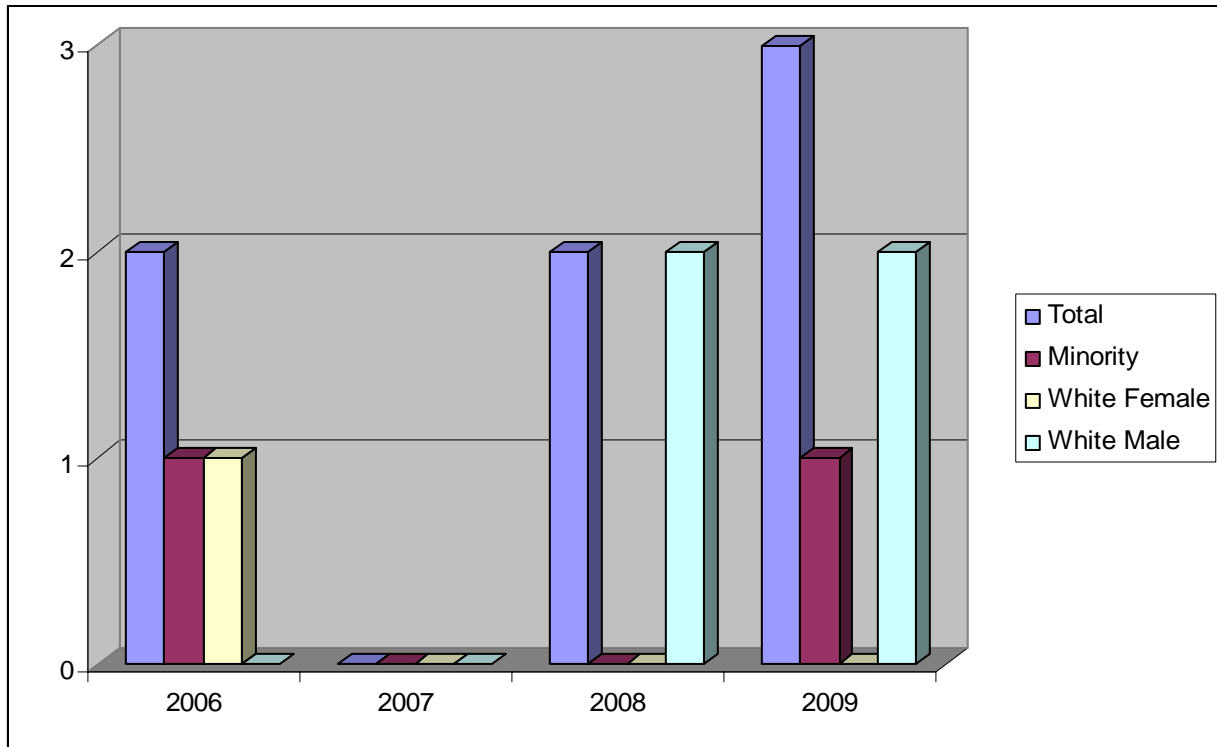
- Minorities comprised 10.0%; 0.0%; 25.0%, 0.0%; and 33.3% of accessions in the five-year period.
- Females comprised 10.0%; 25.0%; 25.0%; 0.0%; and 66.7% of accessions in the five-year period.

Y-12 accessions went from 10 in FY 2005 to 4 each in FY 2006 and FY 2007, 3 each in 2008 and 2009. There were a total of 24 accessions in the five-year period.



Y-12 Participation in NNSA Future Leader's Program

Through the two-year Future Leader's Program (FLP), NNSA Headquarters brings students on-board and rotates them through locations throughout the various NNSA facilities to pursue work in business, engineering, administration, and security. Upon graduation from the program, FLP employees begin their permanent assignment at their home office. Until permanent assignment, FLP employees are coded as "Headquarters" employees. FLP employees working out of Y-12:



Separations – Y-12

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	0	0	0	1	0	0	0	0	0	2	0	3	3
% of Separations	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	100.0%	100.0%

- 1 Asian male, termination
- 2 White males, retirement

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	0	0	0	0	0	0	0	0	1	2	1	2	3
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	33.3%	66.7%	100.0%

- 1 White female, retirement
- 2 White males, retirement

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	0	0	0	1	0	0	0	0	2	5	2	6	8
% of Separations	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	25.0%	62.5%	25.0%	75.0%	100.0%

- 1 Asian male, resignation
- 2 White females, retirement
- 1 White male, resignation
- 4 White males, retirement

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	0	0	1	0	0	0	0	1	1	1	2	3
% of Separations	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	66.7%	100.0%

- 1 Asian male, retirement
- 1 White female, transfer to another agency
- 1 White male, retirement

Y-12, Separations, continued

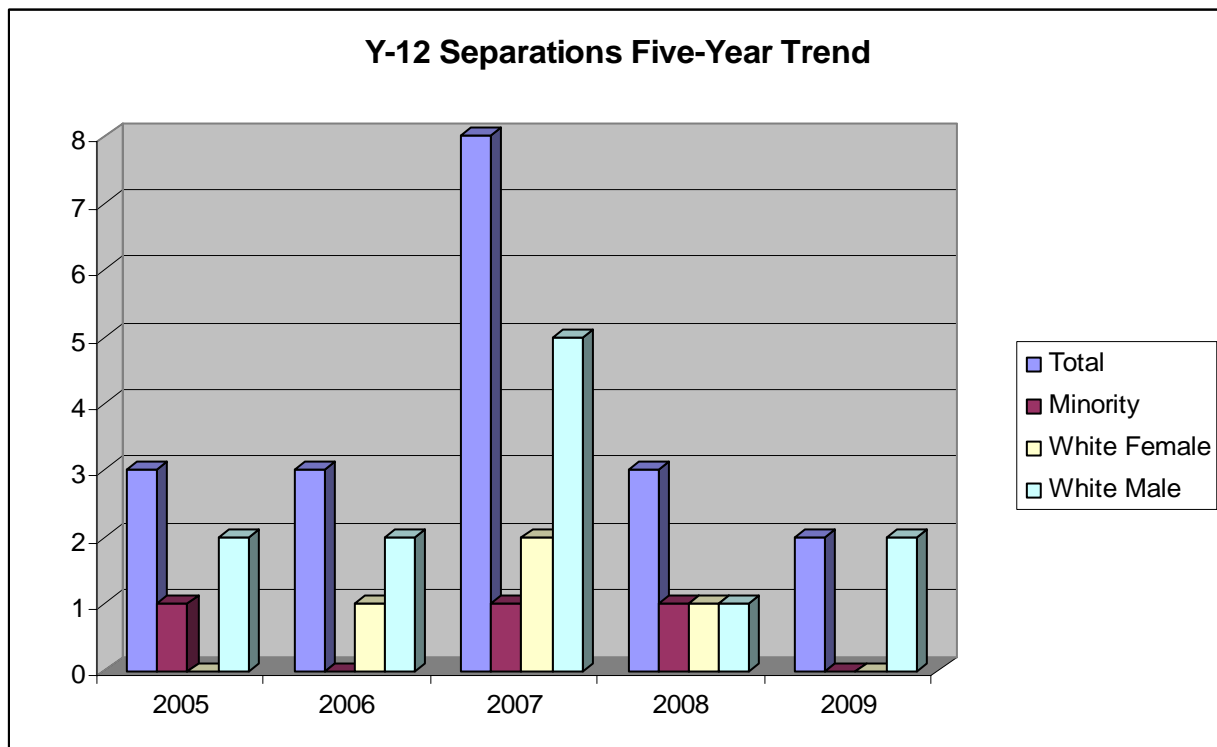
FY 2009

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	0	0	0	0	2	0	2	2
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%

- 1 White male, retirement-special option; 1 resignation

The five-year trend for Y-12:

- Minorities comprised 33.3%; 0.0%; 12.5%; 33.3%; and 0.0% of separations in the five-year period.
- Females comprised 0.0%; 33.3%; 25.0%; 33.3%; and 0.0% of separations in the five-year period.
- There were a total of 19 separations in the five-year period. White males were 12 of those separations with 2 resignations, 16.7% of the nature of action. The remainder includes 10 retirements, or 83.3% of White male separations; White females were 4 separations in the five-year period, 3 were retirement, or 75.0% of separations; and 1 transfer to another federal agency, or 25.0% of separations; 3 minority separations, which included 1 each: resignation, retirement, and termination, 33.3% each.



Promotions – Y-12

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	0	2	0	0	0	0	0	0	2	1	2	1	3
% of Promotions	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	66.7%	33.3%	100.0%

- Minorities comprised 66.7% of promotions
- Females comprised 66.7% 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	0	0	0	0	1	0	0	0	3	1	4	1	5
% of Promotions	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	60.0%	20.0%	80.0%	20.0%	100.0%

- Minorities comprised 20.0% of promotions
- Females comprised 80.0% 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	0	0	0	0	1	0	0	0	1	4	2	4	6
% of Promotions	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	66.7%	33.3%	66.7%	100.0%

- Minorities comprised 16.7% of promotions
- Females comprised 33.3% 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	0	0	0	0	0	0	1	0	2	5	3	5	8
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	25.0%	62.5%	37.5%	62.5%	100.0%

- Minorities comprised 12.5% of promotions
- Females comprised 37.5% of promotions

Promotions, Y-12, 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	0	0	0	0	0	0	0	0	1	0	1	0	1
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%

- No minority promotions
- Females comprised 100.0% of promotions

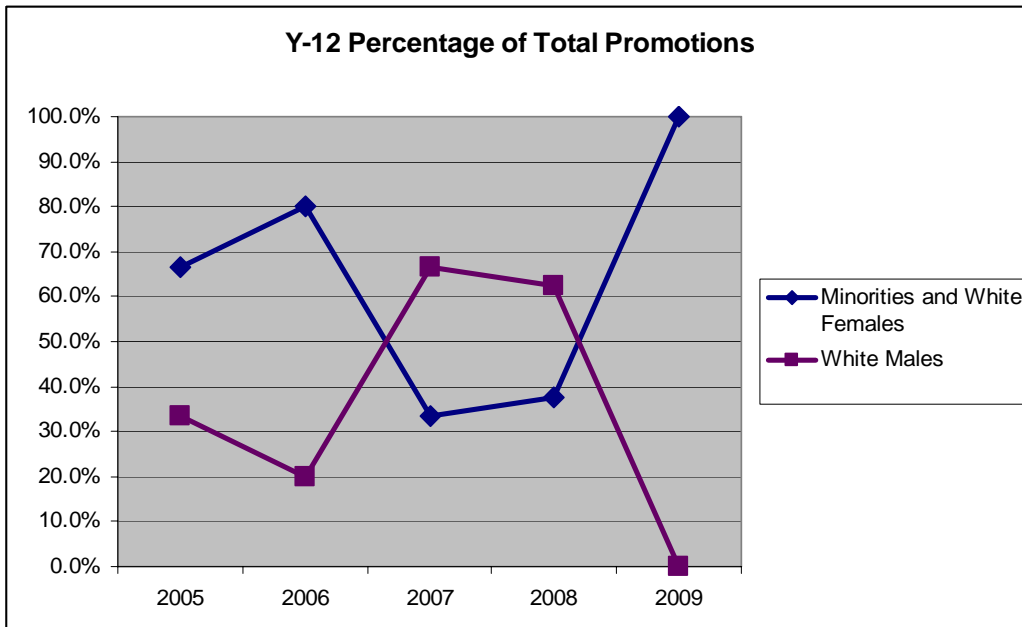
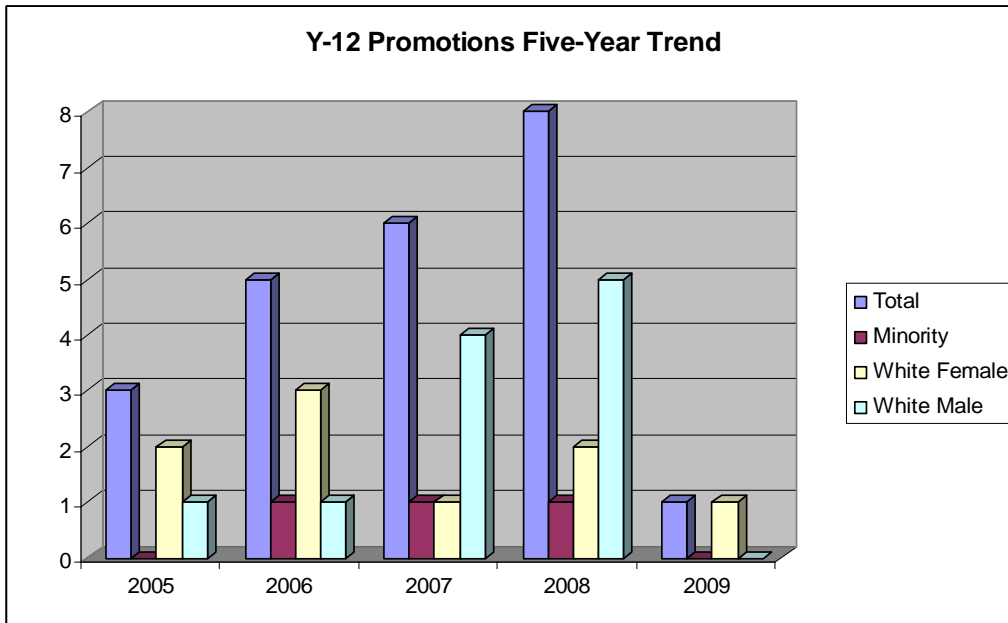
Five-Year Trend Information on the next page

Promotions, Y-12, continued

The five-year trend for Y-12:

- Minorities comprised 66.7%; 20.0%; 16.7%; 12.5%; and 0.0% of promotions in the five-year period.
- Females comprised 66.7%; 80.0%; 33.3%; 37.5%; and 100.0% of promotions in the five-year period.

Total promotions increased each year 2005 – 2008 from 3 to 5 to 6 to 8. Only one promotion in 2009. Minorities are represented in 2005-2008; and females are represented in promotions in each of the five years, with the percentage of promotions to minorities declining over the five-year period. The percentage to females declined in the first three years and rose slightly in 2008, and to 100.0% in 2009 because there was only one promotion at Y-12 this year.





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EEO and Diversity: Collaborating for Mission Success