

Assistant Deputy Administrator for Secure Transportation NA-15

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
Service Center Director

NNSA Service Center

EEO and Diversity Program

- ✓ Yolanda Girón, Manager, (505) 845-4253
 - Management Advisory Services
- ✓ Debra Parrish, Deputy Manager, (505) 845-6021
 - Management Advisory Services
 - Mediation Program
 - Staff Supervision
- ✓ Karen R. Harger, EEO and Diversity Specialist, (505) 845-6668
 - EEO Complaints Processing
 - Employee Advisory Services
 - EEO and Diversity Training Design and delivery
 - Mediation Program (back-up)
- ✓ Patty Padilla, EEO and Diversity Specialist (505) 845-4976
 - EEO Complainants Processing
 - Employee Advisory Services
 - MD-715; DVAAP; FEORP; and 9-Point Plan Reports
 - Title VI Compliance Certification
- ✓ Denise Ramos, EEO and Diversity Specialist, (505) 845--5920
 - EEO Complaints Processing
 - Employee Advisory Services
 - Workforce Diversity Statistics
- ✓ Suzanne Sandoval, EEO and Diversity Specialist, (505) 845-6385
 - EEO Complaints Processing
 - Employee Advisory Services
 - Workforce Diversity Statistics
- ✓ Mae Harris, EEO Assistant, (505) 845-5517
 - EEO Administrative Support
 - Workforce Diversity Statistics
- ✓ Delilah Perez, Student Career Experience Program (505) 845-6400
 - 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 Program

EEO and Diversity: Collaborating for Mission Success

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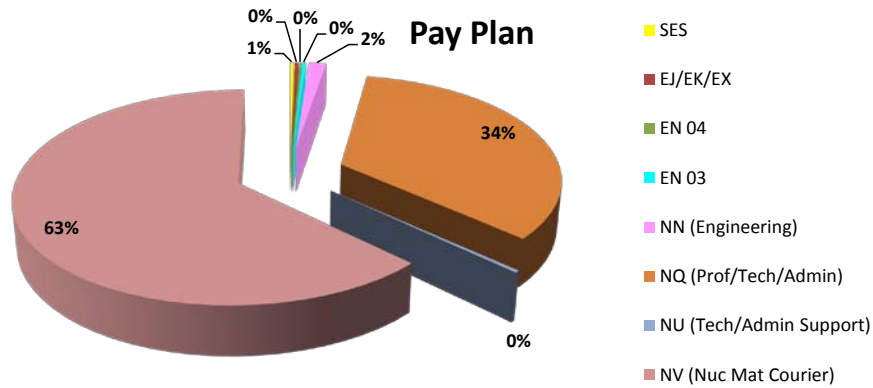
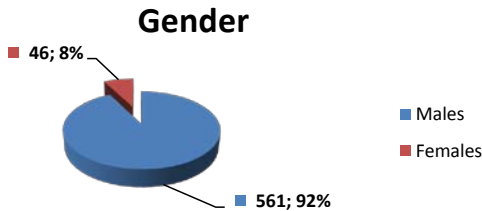
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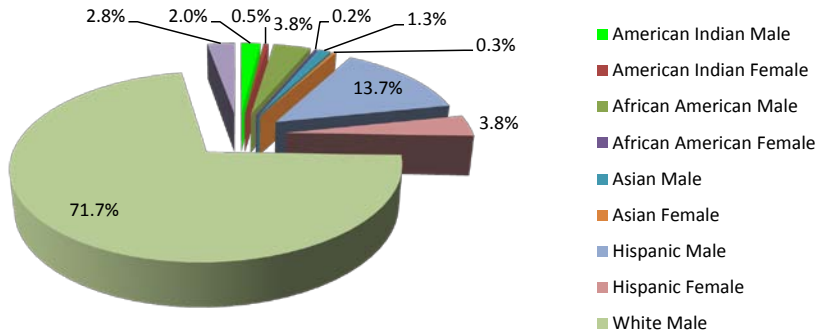
**Workforce Diversity
Office of Secure Transportation
As of September 25, 2010**

TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	602	607	0.8% ↑
GENDER			
YEAR	2009	2010	CHANGE
Males	560	561	0.2% ↑
Females	42	46	8.7% ↑

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	2	2	0.0% /
EJ/EK/EX	2	2	0.0% /
EN 04	1	1	0.0% /
EN 03	2	2	0.0% /
NN (Engineering)	12	9	-33.3% ↓
NQ (Prof/Tech/Admin)	203	207	1.9% ↑
NU (Tech/Admin Support)	2	2	0.0% /
NV (Nuc Mat Courier)	378	382	1.0% ↑



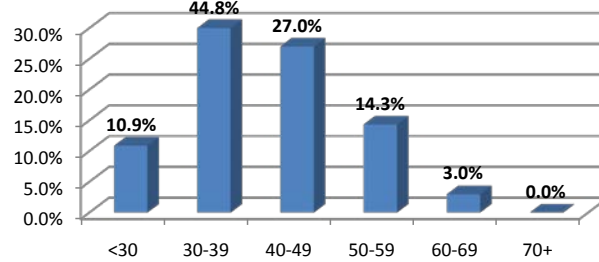
DIVERSITY					
YEAR	2009	2010	CHANGE	2010%	2000 CLF
American Indian Male	12	12	0.0% /	2.0%	0.34%
American Indian Female	3	3	0.0% /	0.5%	0.32%
African American Male	23	23	0.0% /	3.8%	4.84%
African American Female	0	1	100.0% ↑	0.2%	5.66%
Asian Male	6	8	25.0% ↑	1.3%	1.92%
Asian Female	2	2	0.0% /	0.3%	1.71%
Hispanic Male	88	83	-6.0% ↓	13.7%	6.17%
Hispanic Female	22	23	4.3% ↑	3.8%	4.52%
White Male	431	435	0.7% ↑	71.7%	39.03%
White Female	15	17	3.1% ↑	2.8%	33.74%



**Workforce Diversity
Office of Secure Transportation
As of September 25, 2010**

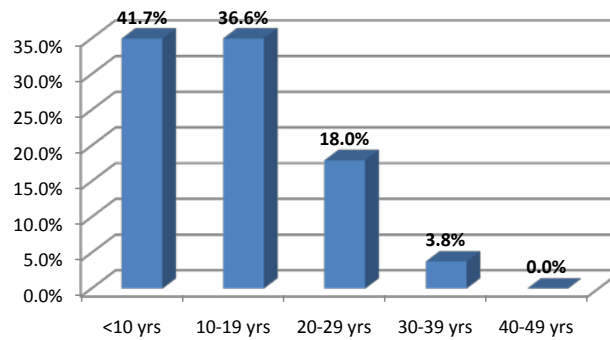
SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	18	20	10.00% ↑
VETERANS	364	373	2.41% ↑

Age Groups as a Percentage of Workforce



AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	39.9	40.40	1.24% ↑
UNDER 30	82	66	-24.24% ↓
30-39	271	272	0.37% ↑
40-49	155	164	5.49% ↑
50-59	79	87	9.20% ↑
60-69	15	18	16.67% ↑
70 AND UP	0	0	/ /

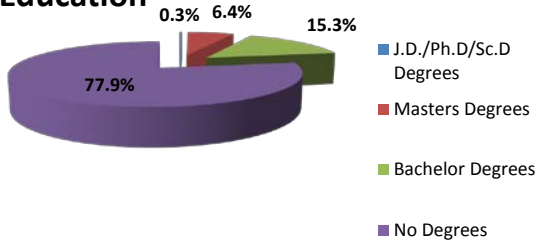
Years of Federal Service



YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	12.9	13.2	2.27% ↑
LESS THAN 10 YEARS	285	253	-12.65% ↓
10-19 YEARS	183	222	17.57% ↑
20-29 YEARS	109	109	0.00% /
30-39 YEARS	25	23	-8.70% ↓
40-49 YEARS	0	0	/ /

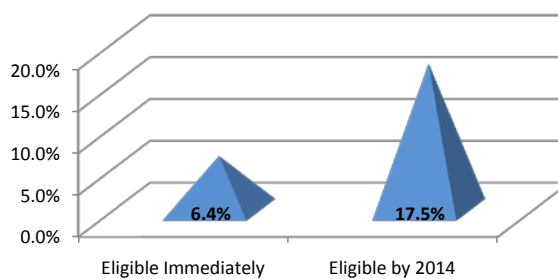
EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	1	2	50.00% ↑
Masters Degrees	39	39	0.00% /
Bachelors Degrees	82	93	11.83% ↑
No Degrees	480	473	-1.48% ↓

Education



RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	38	39	2.56% ↑
ELIGIBLE TO RETIRE BY 3/27/2014	109	106	-2.83% ↓

Retirement Eligibility

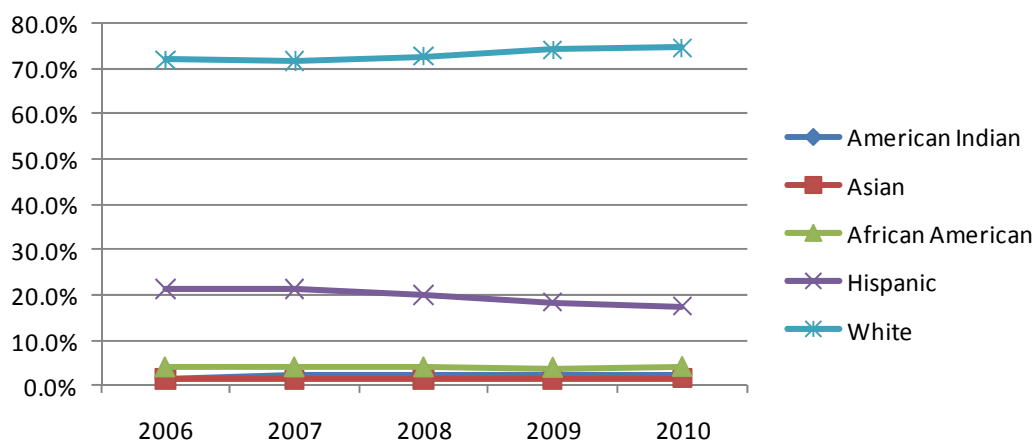


SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	138	73	-89.04% ↓
SUPERVISORS RATIO	5.2 to 1	7.3 to 1	6.67% ↑

Personnel by Percentage

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.6%	1.0%	0.6%	1.5%	0.5%	1.6%	0.5%	2.0%	0.5%	2.0%
Asian	0.2%	1.2%	0.2%	1.1%	0.2%	1.2%	0.3%	1.0%	0.3%	1.3%
African American	0.2%	3.7%	0.2%	3.7%	0.2%	3.7%	0.0%	3.8%	0.2%	3.8%
Hispanic	4.7%	16.6%	4.5%	16.8%	4.1%	15.9%	3.7%	14.6%	3.8%	13.7%
Total Minorities	5.7%	22.5%	5.5%	23.1%	5.0%	22.4%	4.5%	21.4%	4.8%	20.8%
Non-Minorities	3.5%	68.3%	3.5%	68.0%	2.8%	69.8%	2.5%	71.6%	2.8%	71.7%

Office of Secure Transportation 5-Year Trend

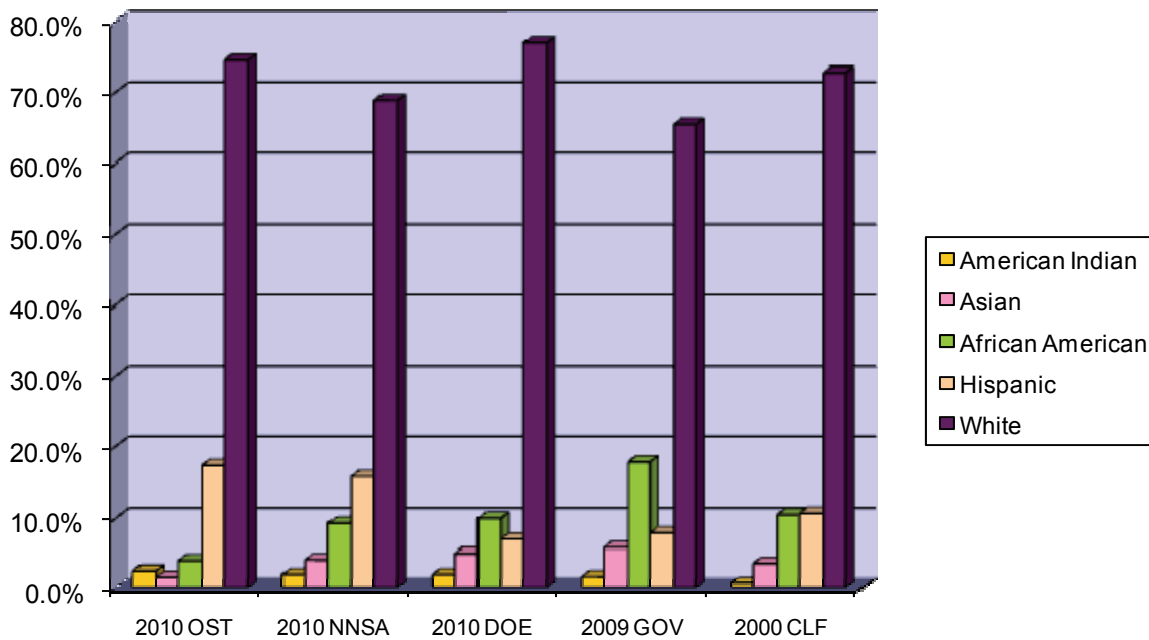


	<i>Year—Low Percentage</i>	<i>Year—High Percentage</i>
American Indian Female	2008, 2009, & 2010—0.5%	2006 & 2007 — 0.6%
American Indian Male	2006 — 1.0%	2009 & 2010 — 2.0%
Asian American Female	2006, 2007, & 2008 — 0.2%	2009 & 2010— 0.3%
Asian American Male	2009— 1.0%	2010 — 1.3%
African American Female	2009 — 0.0%	2006, 2007, 2008 & 2010 — 0.2%
African American Male	2006, 2007, 2008 — 3.7%	2009 & 2010 — 3.8%
Hispanic Female	2009 — 3.7%	2006—4.7%
Hispanic Male	2010 — 13.7%	2007 — 16.8%
White Female	2009 — 2.5%	2006 & 2007 — 3.5%
White Male	2007 — 68.0%	2010 — 71.7%

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); and the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, October 2010).

	American Indian	Asian	African American	Hispanic	White
2010 OST	2.5%	1.6%	4.0%	17.5%	74.5%
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%



Office of the Administrator, participation as compared to other workforces:

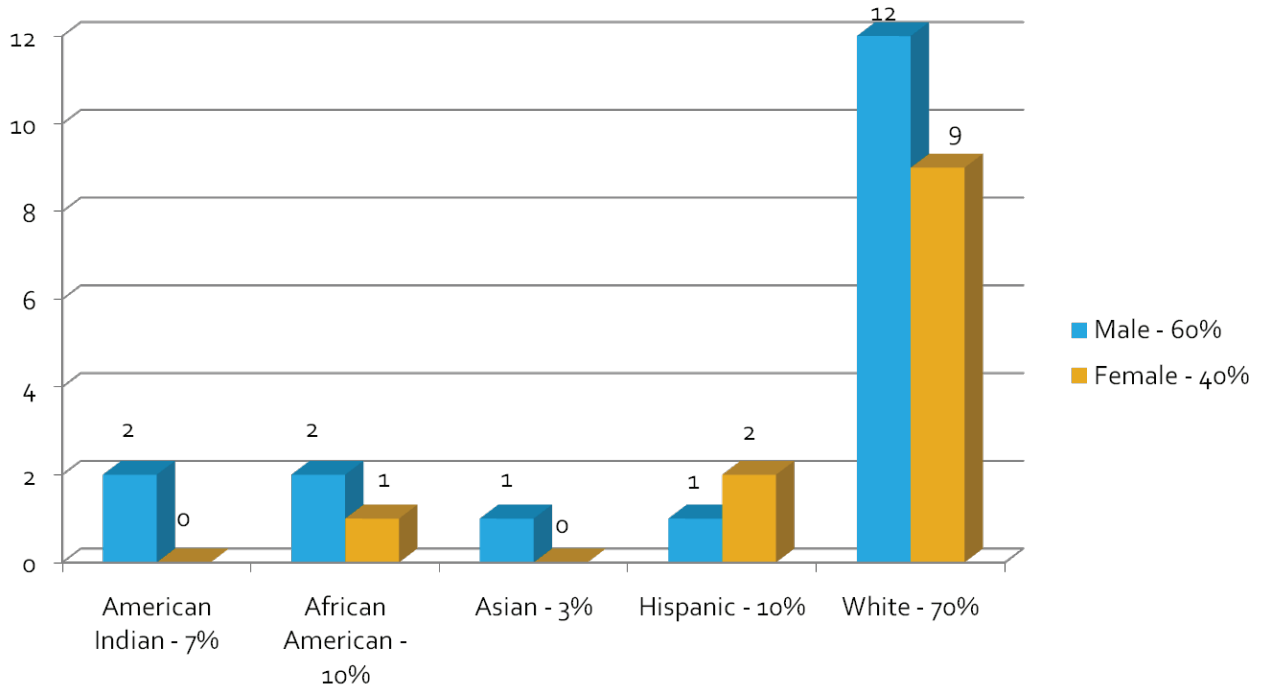
- American Indian participation is **above** NNSA-wide, DOE, federal government, and the 2000 CLF.
- Asian participation is **below** NNSA-wide, DOE, federal government, and the 2000 CLF.
- African American participation is **below** NNSA-wide, DOE, federal government, and the 2000 CLF.
- Hispanic participation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

NOTE: The [Census.gov website](http://Census.gov) 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.

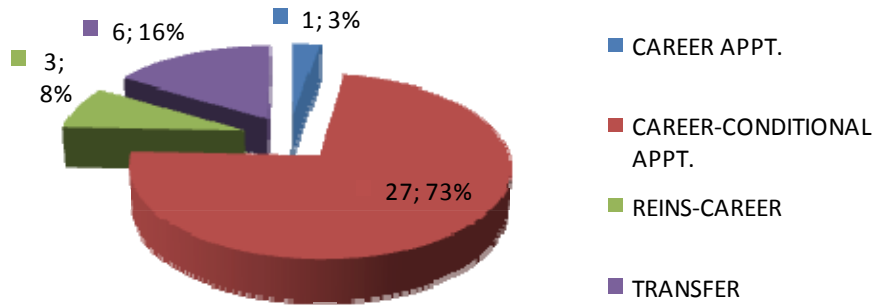
FLP 2010 Class



There was no SCEP class in 2010.

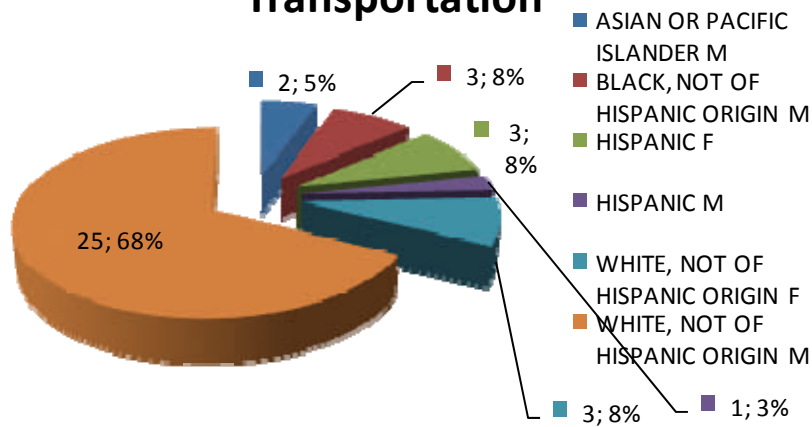
For a complete history of the FLP and SCEP, see the Appendix.

Total Accessions - FY 2010 - 37



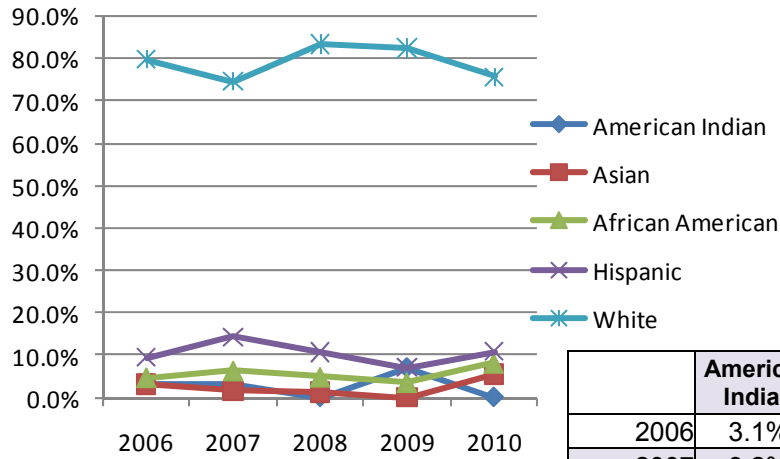
There were 37 total accessions to the Office of Secure Transportation, NA-15, in FY 2010. The charts depict # of accessions and the percentage of the total for each category data point (e.g. #,%).

Accessions - Office of Secure Transportation



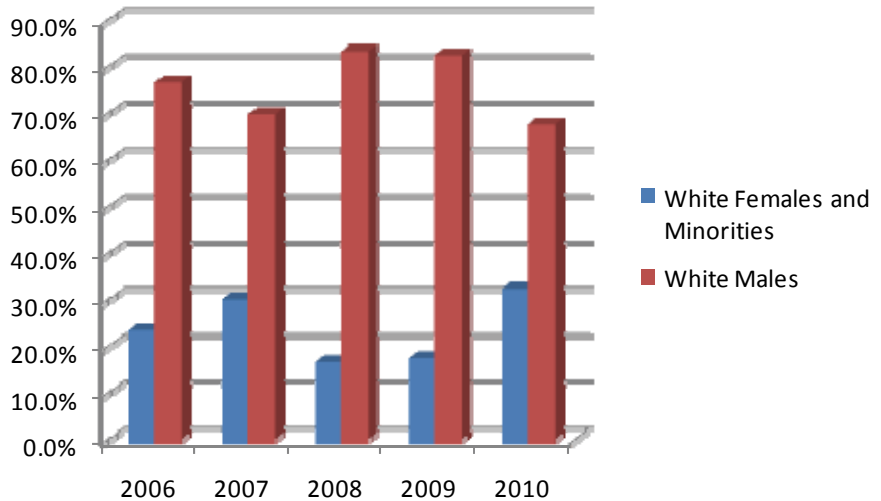
F = female M = male

Accessions Office of Secure Transportation 5-Year Trends



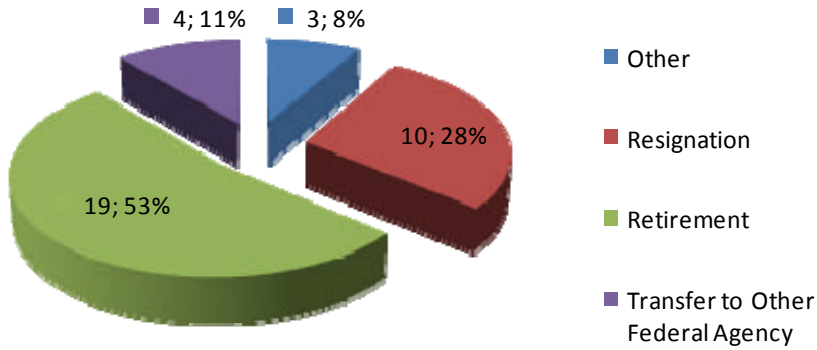
	American Indian	Asian	African American	Hispanic	White
2006	3.1%	3.1%	4.7%	9.4%	79.7%
2007	3.2%	1.6%	6.3%	14.3%	74.6%
2008	0.0%	1.2%	4.8%	10.7%	83.3%
2009	7.0%	0.0%	3.5%	7.0%	82.5%
2010	0.0%	5.4%	8.1%	10.8%	75.7%

	White Females and Minorities	White Males
2006	23.4%	76.6%
2007	30.2%	69.8%
2008	16.7%	83.3%
2009	17.5%	82.5%
2010	32.4%	67.6%

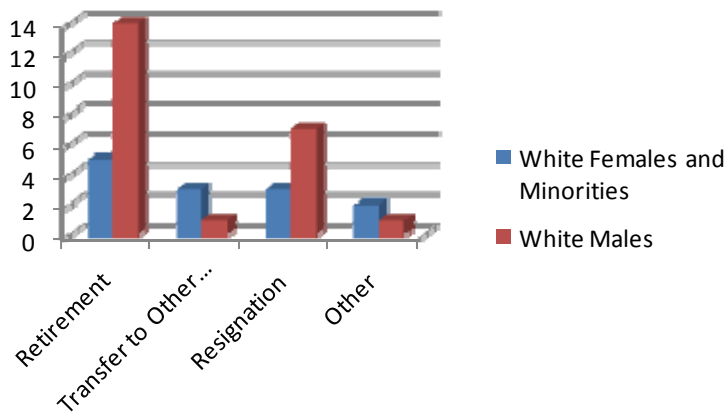
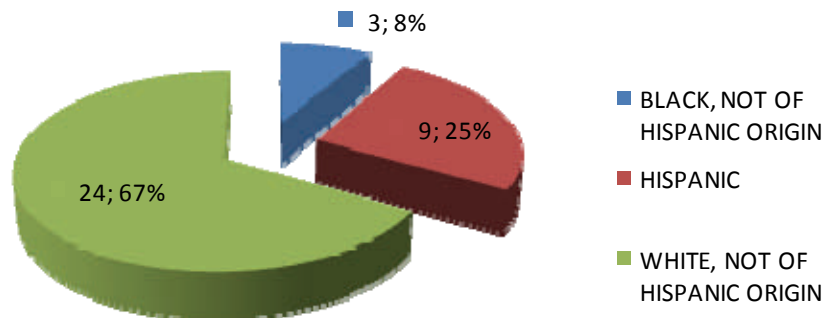


Office of Secure Transportation — Separations

2010 Separations - 36 Total



By Race

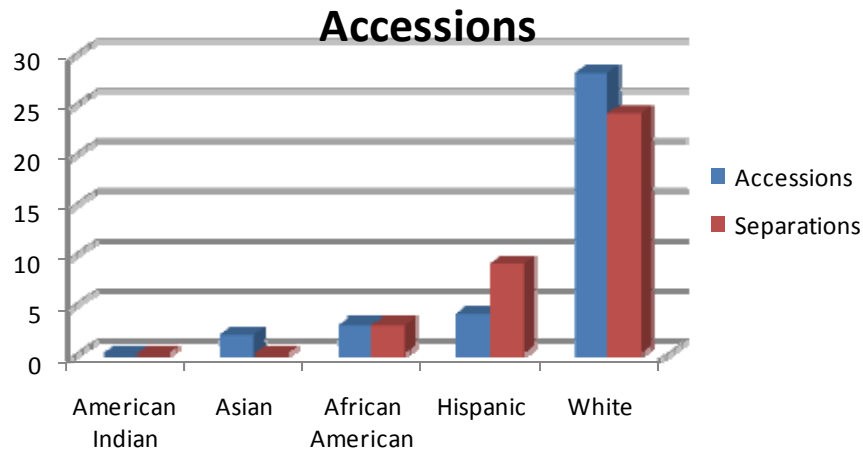


Retirements, 19 total, accounted for 52.8% of separations from the Office of Secure Transportation in FY 2010. Retirement comprised the highest separation category for White females and Minorities, as well as for White males.

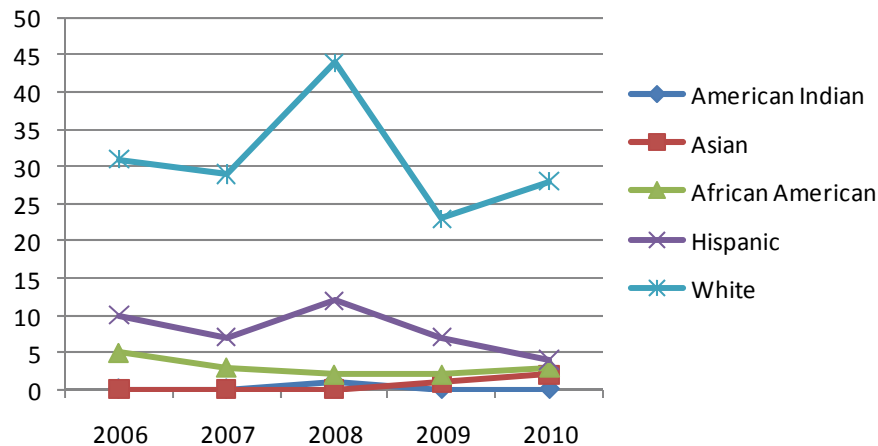
Resignations, 10 total, were the next highest percentage at 27.8%.

Office of Secure Transportation — Separations

2010 Separations Compared to 2010



5-Year Trend



In FY 2010 there were 36 separations compared to 37 accessions for the Office of Secure Transportation.

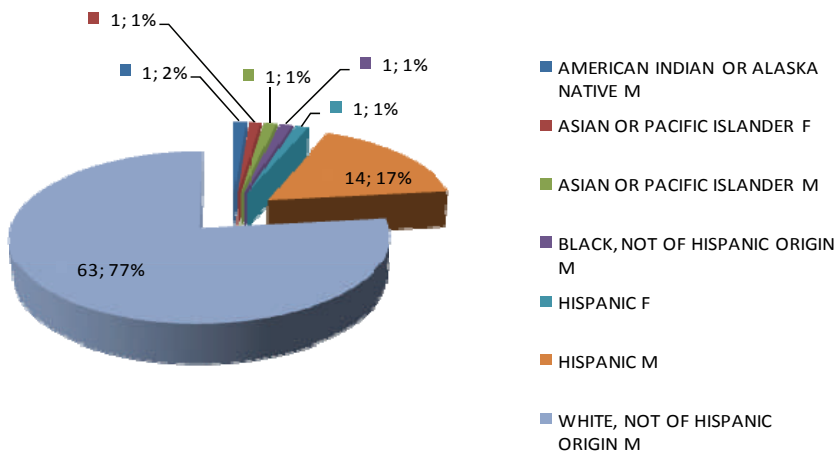
No American Indian accessions or separations in 2010. Participation rate for this group is above all comparators, see page 8.

Asian accessions exceed separations in FY 2010 and participation rate is below all comparators. African American accessions and separations were equal in 2010. Representation for African Americans is below all comparators. If separations continually equal or out-pace accessions for these two groups, the participation rate can not adequately be addressed.

Hispanic separations exceed accessions. Currently the participation rate of Hispanics in OST is above all comparators, see page 8.

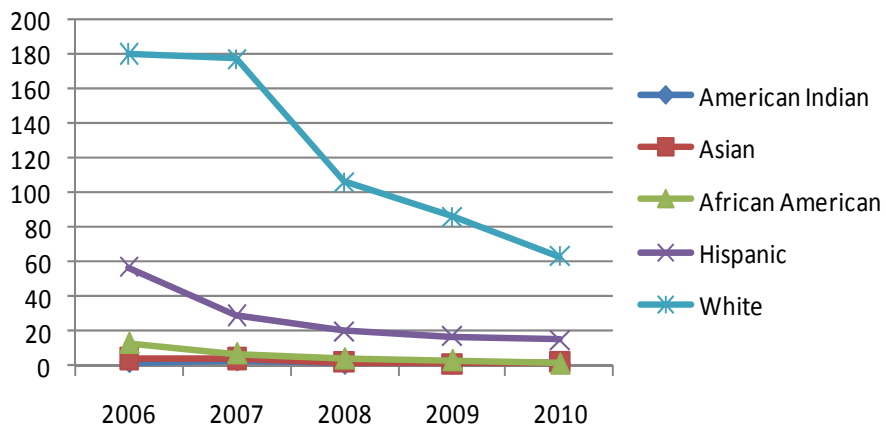
Office of Secure Transportation — Promotions

FY 2010 Promotions - 82 Total



No American Indian female, African American female, or White female promotions in FY 2010.

Promotions: 5-Year Trend



	American Indian	Asian	African American	Hispanic	White
2006	2	4	13	57	180
2007	3	4	7	29	177
2008	1	2	4	20	106
2009	1	1	3	17	86
2010	1	2	1	15	63



APPENDIX



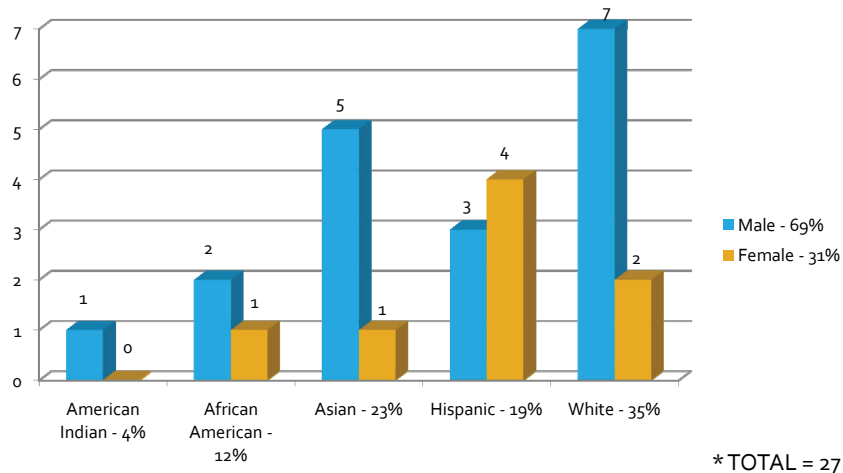
Future Leaders & SCEP Program



FY 2005-2010

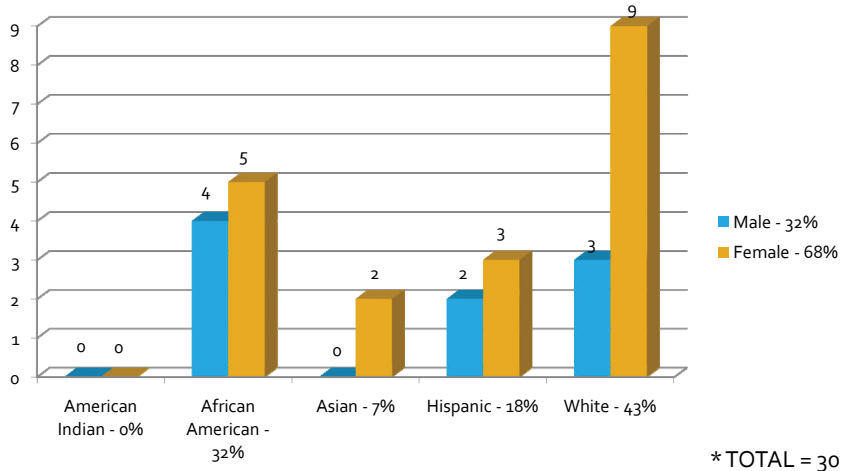
by: Tyquan Parker
HBCU Intern₁

Future Leaders Program FY 2005



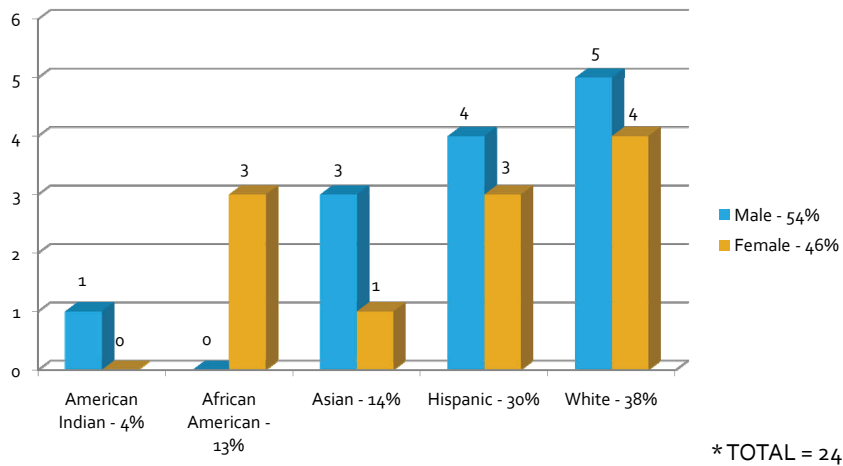
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Future Leaders Program FY 2006



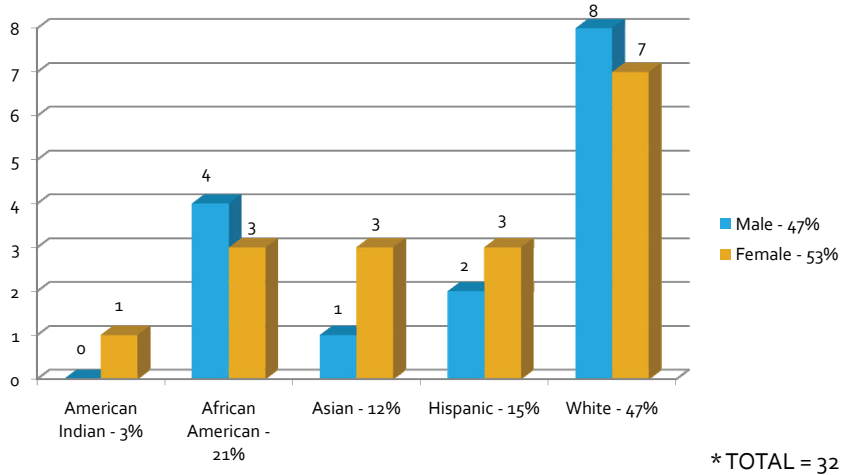
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Future Leaders Program FY2007



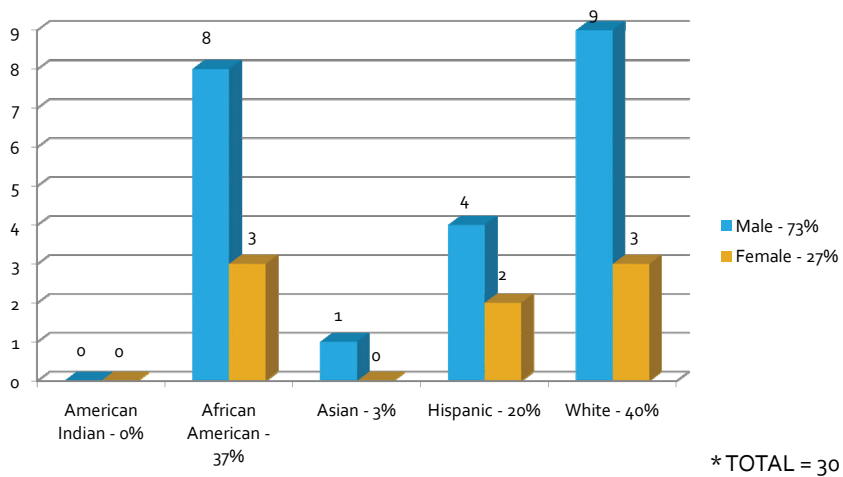
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Future Leaders Program FY 2008



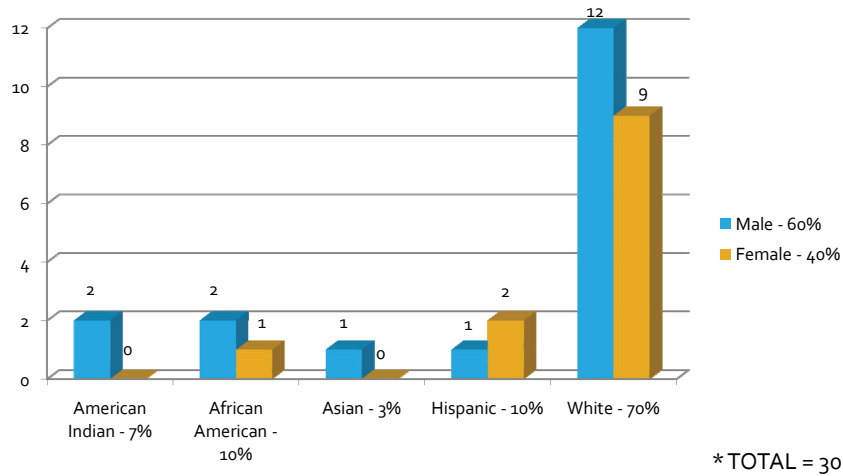
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Future Leaders Program FY 2009



6

Future Leaders Program 2010



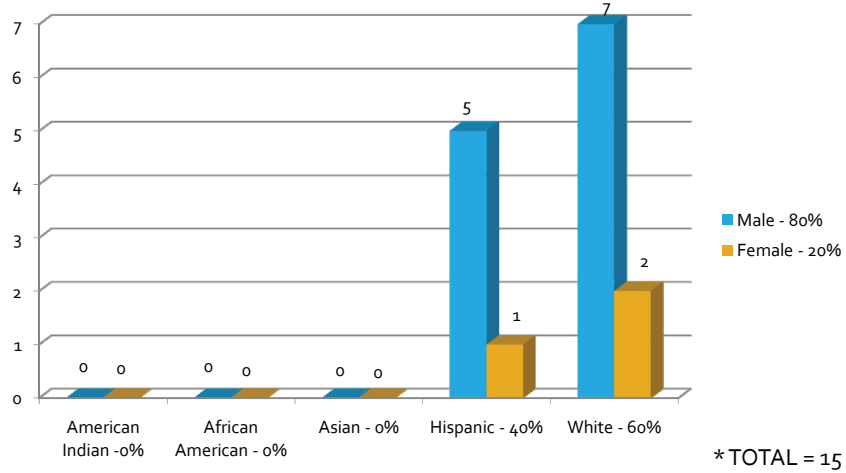
7

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
2 YR		93.8% of 32	100% of 24	97% of 30
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 30
	FLP 2009	FLP 2008	FLP 2007	FLP 2006

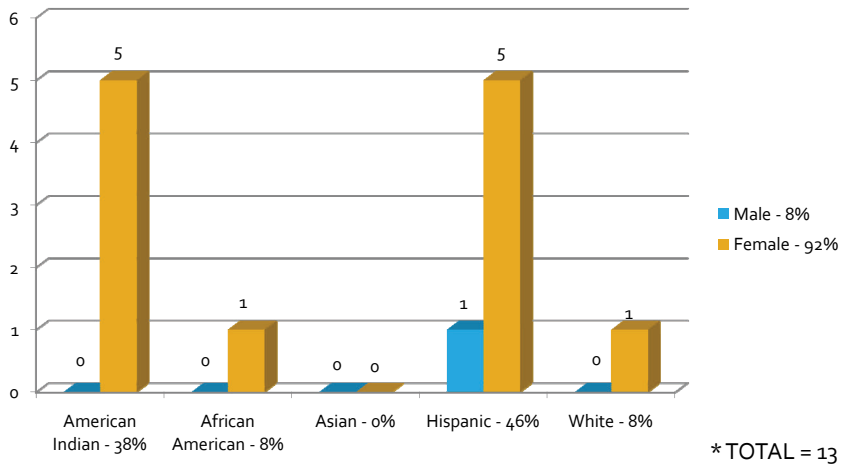
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SCEP FY2007



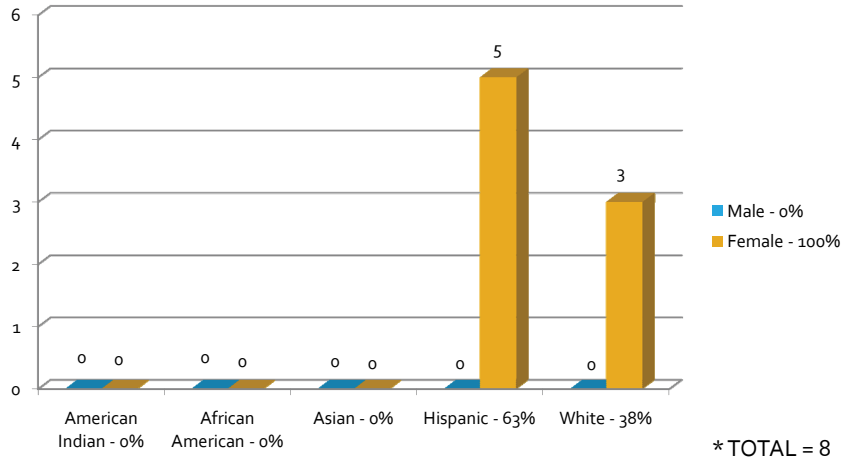
8

SCEP FY 2008



9

SCEP FY 2009



10

No SCEP in FY 2010

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	87% of 15
	SCEP 2009	SCEP 2008	SCEP 2007

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