

# **Service Center Office of the Director Workforce Diversity FY 2010**

NNSA Service Center  
EEO and Diversity Program Office  
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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 Re-  
ports:
  - Semi-Annual Diversity Reports
  - Year-End Diversity Reports
  - MD-715
  - DVAAP
  - FEORP
  - 9-Point Plan
- Special Emphasis Program
- Training and Education (Program Devel-  
opment 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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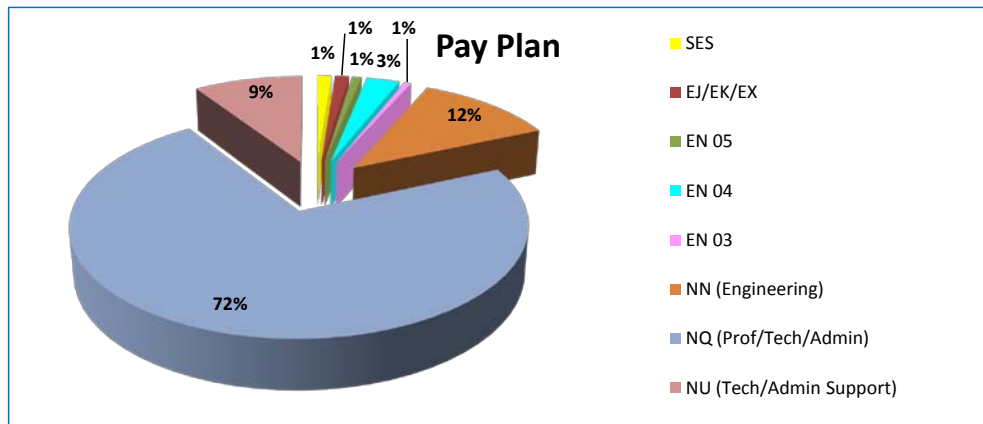
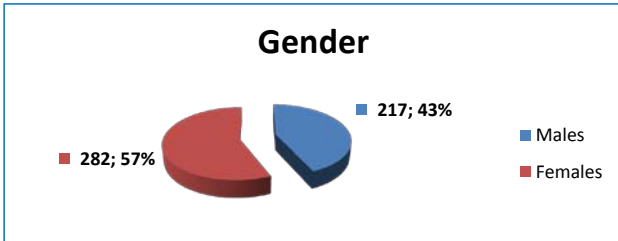
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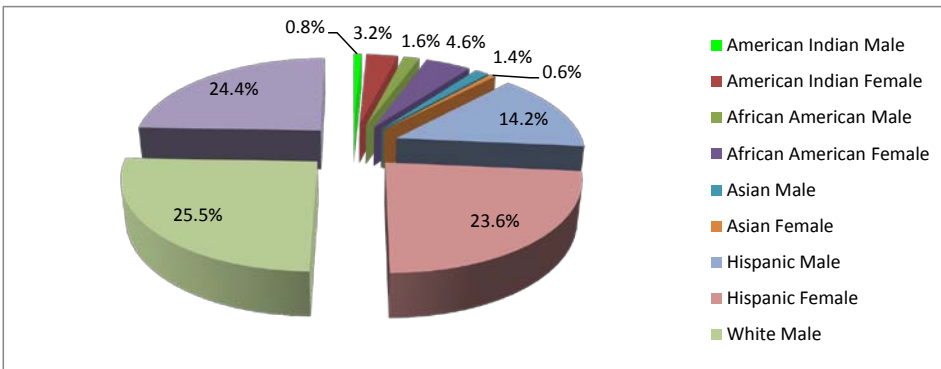
**Workforce Diversity  
Service Center  
As of September 25, 2010**

TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	481	499	3.6% ↑
GENDER			
YEAR	2009	2010	CHANGE
Males	206	217	5.1% ↑
Females	275	282	2.5% ↑

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	8	6	-33.3% ↓
EJ/EK	6	6	0.0% /
EN05	4	4	0.0% /
EN04	14	14	0.0% /
EN03	3	3	0.0% /
NN (Engineering)	48	59	18.6% ↑
NQ (Prof/Tech/Admin)	350	361	3.0% ↑
NU (Tech/Admin Support)	48	46	-4.3% ↓

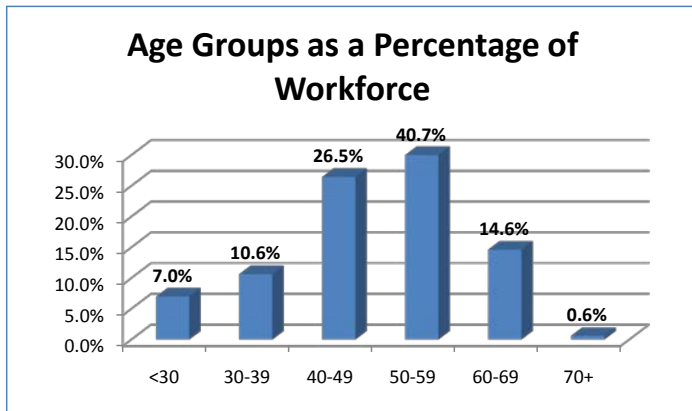


DIVERSITY					
YEAR	2009	2010	CHANGE	2010%	2000 CLF
American Indian Male	3	4	25.0% ↑	0.9%	0.34%
American Indian Female	18	16	-12.5% ↓	1.1%	0.32%
African American Male	7	8	12.5% ↑	3.6%	4.84%
African American Female	26	23	-13.0% ↓	5.6%	5.66%
Asian Male	8	7	-14.3% ↓	3.1%	1.92%
Asian Female	4	3	-33.3% ↓	1.1%	1.71%
Hispanic Male	67	71	5.6% ↑	8.5%	6.17%
Hispanic Female	118	118	0.0% ↑	7.4%	4.52%
White Male	121	127	0.7% ↑	49.6%	39.03%
White Female	109	122	3.1% ↑	19.2%	33.74%

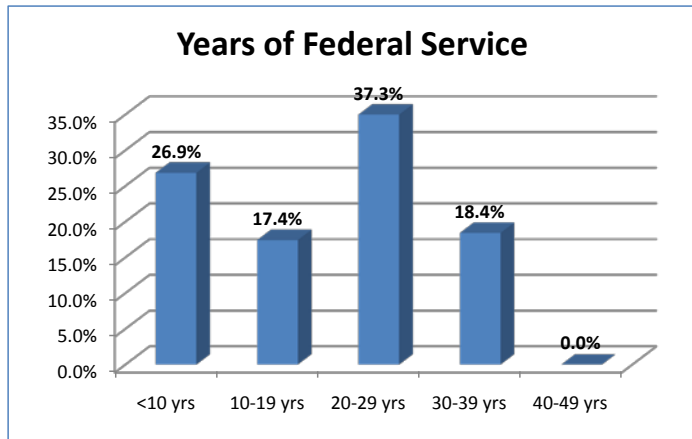


**Workforce Diversity  
Service Center  
As of September 25, 2010**

SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	45	49	8.16% ↑
VETERANS	90	103	12.62% ↑

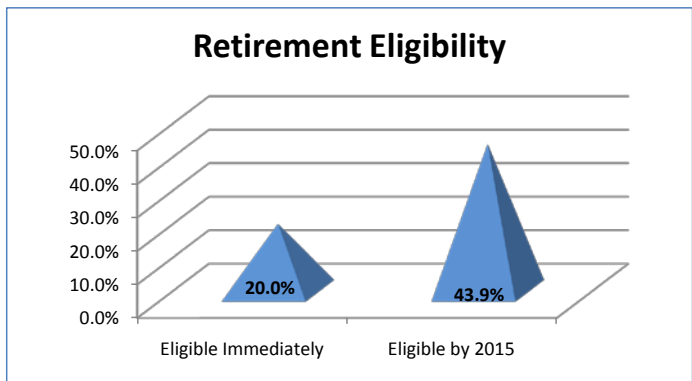
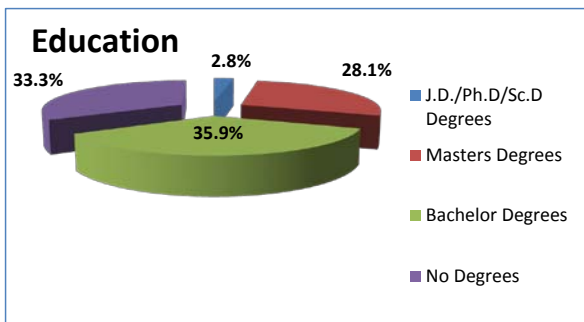


AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	49.3	49.80	1.00% ↑
UNDER 30	40	35	-14.29% ↓
30-39	47	53	11.32% ↑
40-49	133	132	-0.76% ↓
50-59	199	203	1.97% ↑
60-69	59	73	19.18% ↑
70 AND UP	3	3	0.00% /



YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	19.5	19.4	-0.52% ↓
LESS THAN 10 YEARS	126	134	5.97% ↑
10-19 YEARS	100	87	-14.94% ↓
20-29 YEARS	173	186	6.99% ↑
30-39 YEARS	82	92	10.87% ↑
40-49 YEARS	0	0	/ /

EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	14	14	0.00% /
Masters Degrees	121	140	13.57% ↑
Bachelors Degrees	164	179	8.38% ↑
No Degrees	182	166	-9.64% ↓

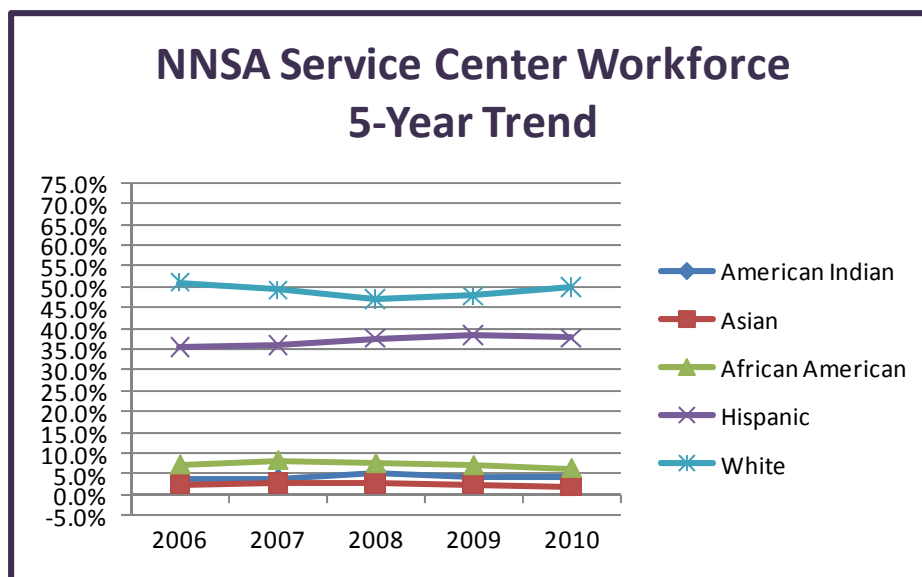


RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	82	100	18.00% ↑
ELIGIBLE TO RETIRE BY 9/25/2015	172	219	21.46% ↑

SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	69	69	0.00% /
SUPERVISORS RATIO	6.0 to 1	6.2 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
<b>American Indian</b>	2.7%	1.1%	2.5%	1.1%	4.0%	1.1%	3.7%	0.6%	3.2%	0.8%
<b>Asian</b>	0.9%	1.6%	0.9%	1.8%	1.3%	1.5%	0.8%	1.7%	0.6%	1.4%
<b>African American</b>	5.5%	1.6%	6.6%	1.6%	5.5%	1.9%	5.4%	1.5%	4.6%	1.6%
<b>Hispanic</b>	22.9%	12.6%	23.7%	12.3%	24.3%	13.3%	24.5%	13.9%	23.6%	14.2%
<b>Total Minorities</b>	32.0%	16.9%	33.7%	16.8%	35.1%	17.8%	34.4%	17.7%	32.0%	18.0%
<b>Non-Minorities</b>	21.5%	29.5%	22.1%	27.2%	22.4%	24.7%	22.7%	25.2%	25.5%	24.4%



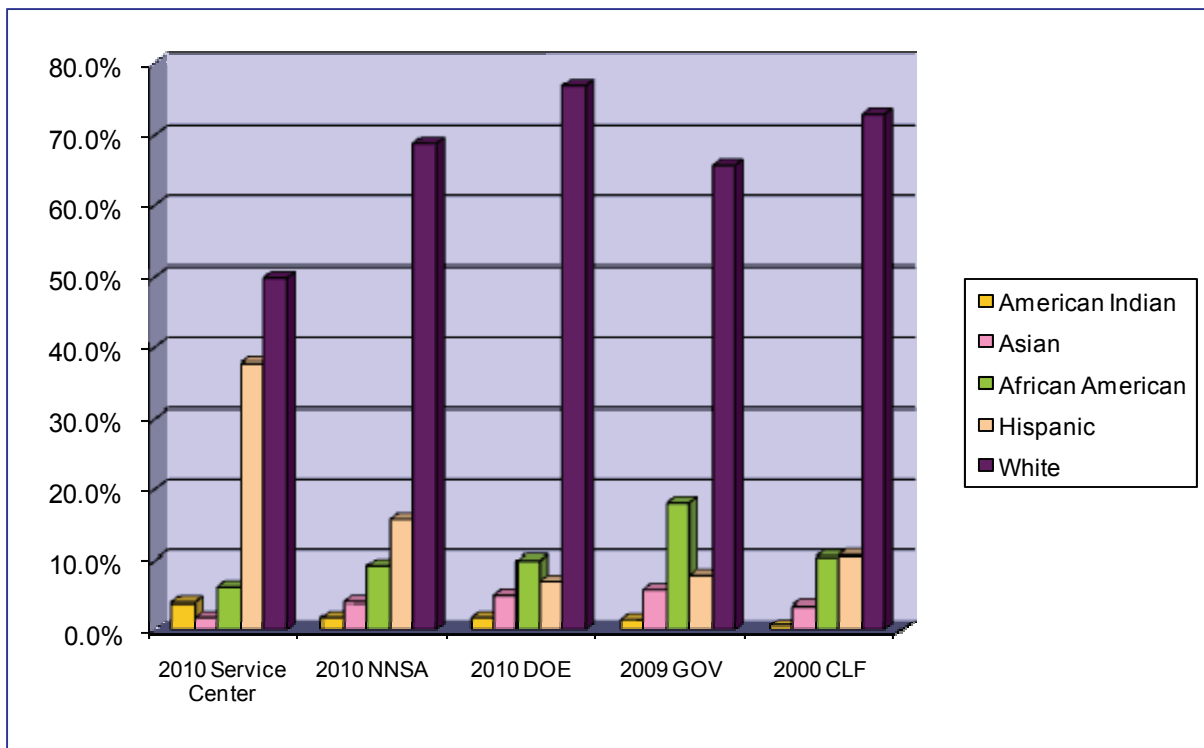
Over the five-year period the workforce, although increasing in total number, has varied only slightly in personnel by percentage. Percentage of participation low to high over the five-years:

	<i>Year—Low Percentage</i>	<i>Year—High Percentage</i>
<b>American Indian Female</b>	2007 — 2.5%	2008 — 4.0%
<b>American Indian Male</b>	2009 — 0.6%	2006, 2007, 2008 — 1.1%
<b>Asian American Female</b>	2010 — 0.6%	2008 — 1.3%
<b>Asian American Male</b>	2010 — 1.4%	2007 — 1.8%
<b>African American Female</b>	2010 — 4.6%	2007 — 6.6%
<b>African American Male</b>	2009 — 1.5%	2008 — 1.9%
<b>Hispanic Female</b>	2006 — 22.9%	2009 — 24.5%
<b>Hispanic Male</b>	2007 — 12.3%	2010 — 14.2%
<b>White Female</b>	2007 — 22.1%	2010 — 25.5%
<b>White Male</b>	2010 — 24.4%	2006 — 29.5%

## Comparisons to Other Workforces and the Civilian Labor Force

The Charts below depict the workforce diversity compared to the Department of Energy 2010; the 2009 Executive Branch of government (from [www.EEOC.gov](http://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
<b>2010 Service Center</b>	4.0%	2.0%	6.2%	37.8%	49.9%
<b>2010 NNSA</b>	2.0%	4.1%	9.3%	15.9%	68.8%
<b>2010 DOE</b>	2.0%	5.0%	10.0%	7.0%	77.0%
<b>2009 GOV</b>	1.7%	5.8%	18.0%	7.9%	65.6%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%



Service Center participation as compared to others:

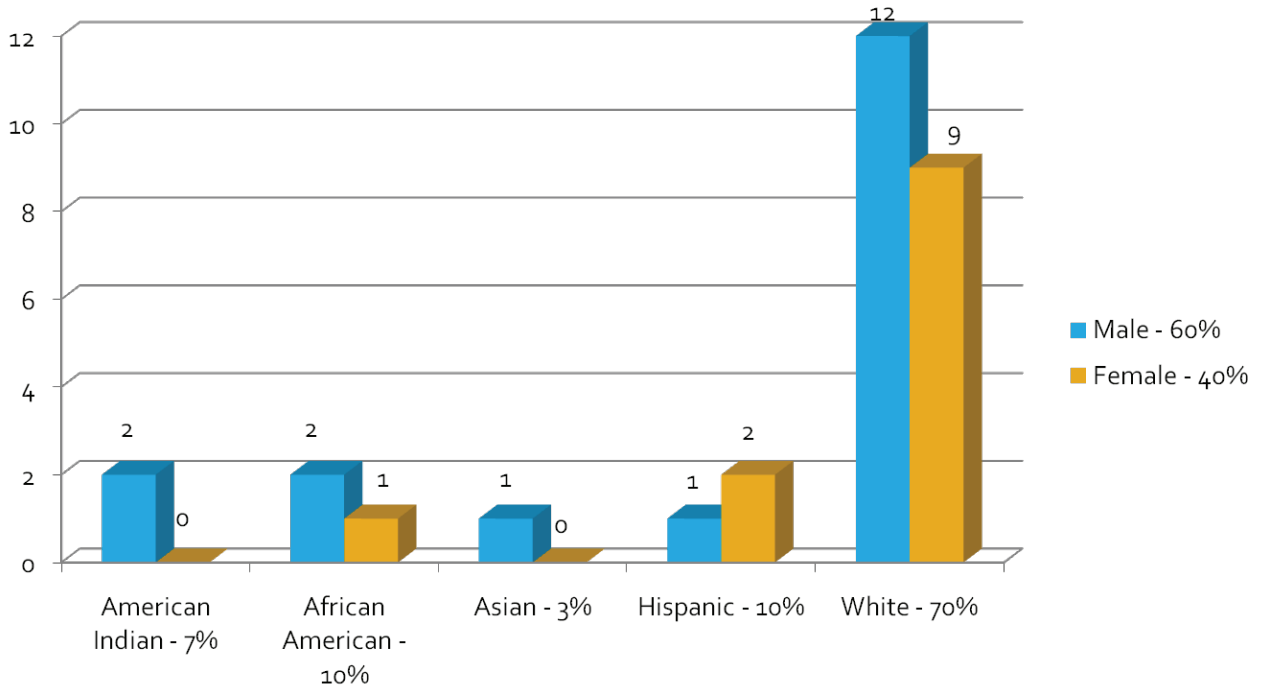
- American Indian participation is **above** NNSA-wide, DOE, federal government, and the 2000 CLF.
- Asian participation is **below** NNSA-wide, DOE, federal government, and above the 2000 CLF.
- African American participation is **below** NNSA-wide, DOE, federal government, and the 2000 CLF.
- Hispanic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

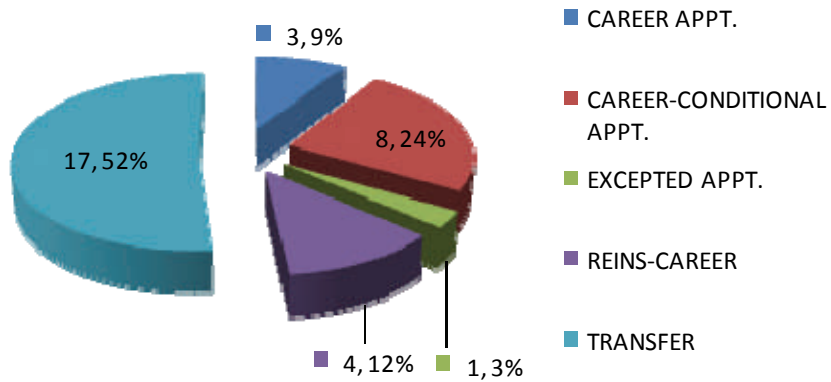
**FLP 2010 Class**



There was no SCEP class in 2010.

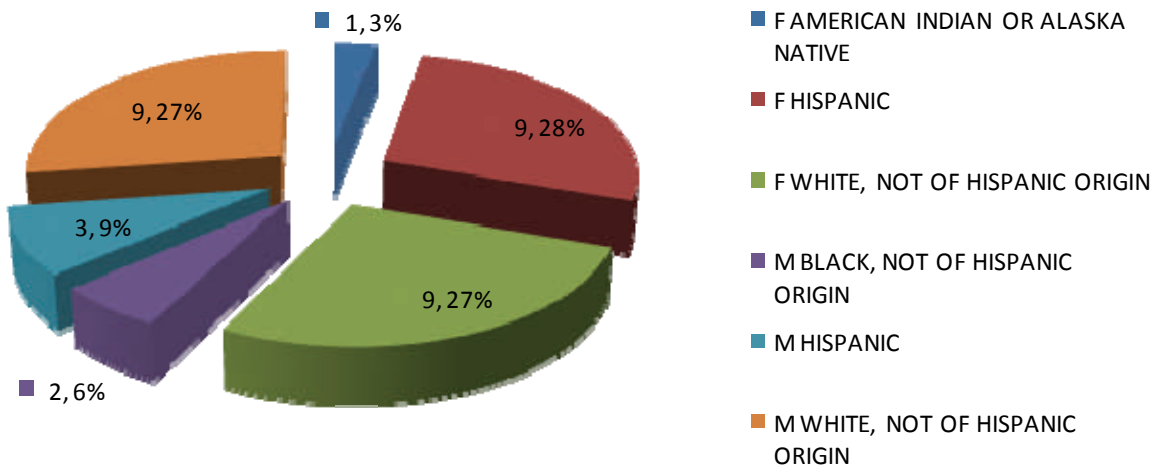
For a complete history of the FLP and SCEP, see the Appendix.

## Service Center 2010 Accessions



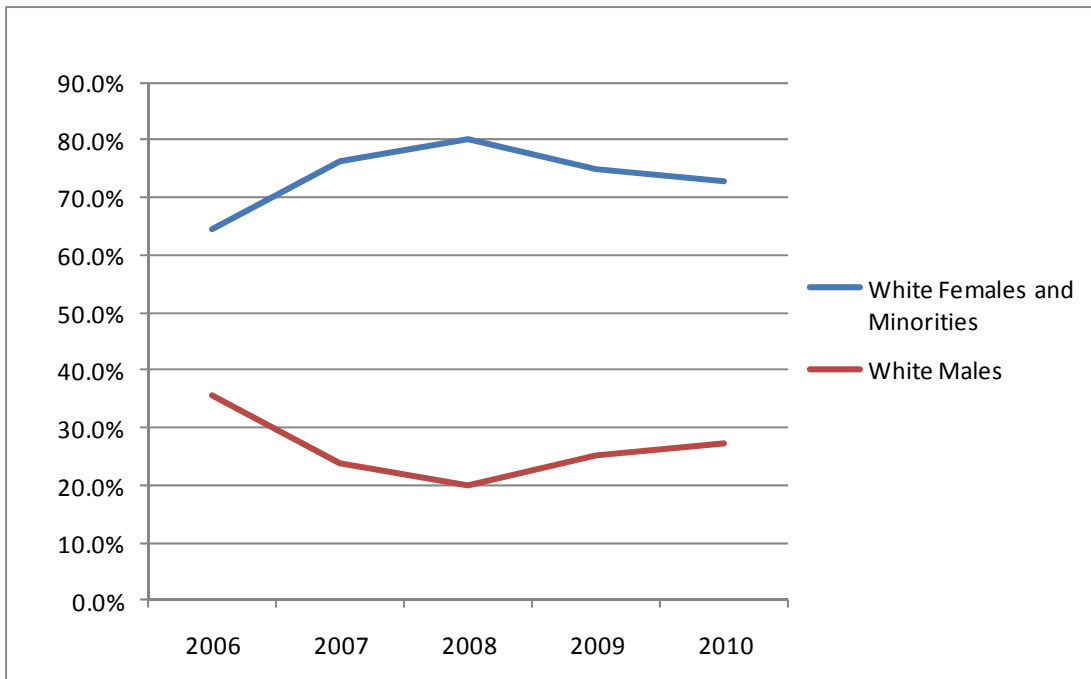
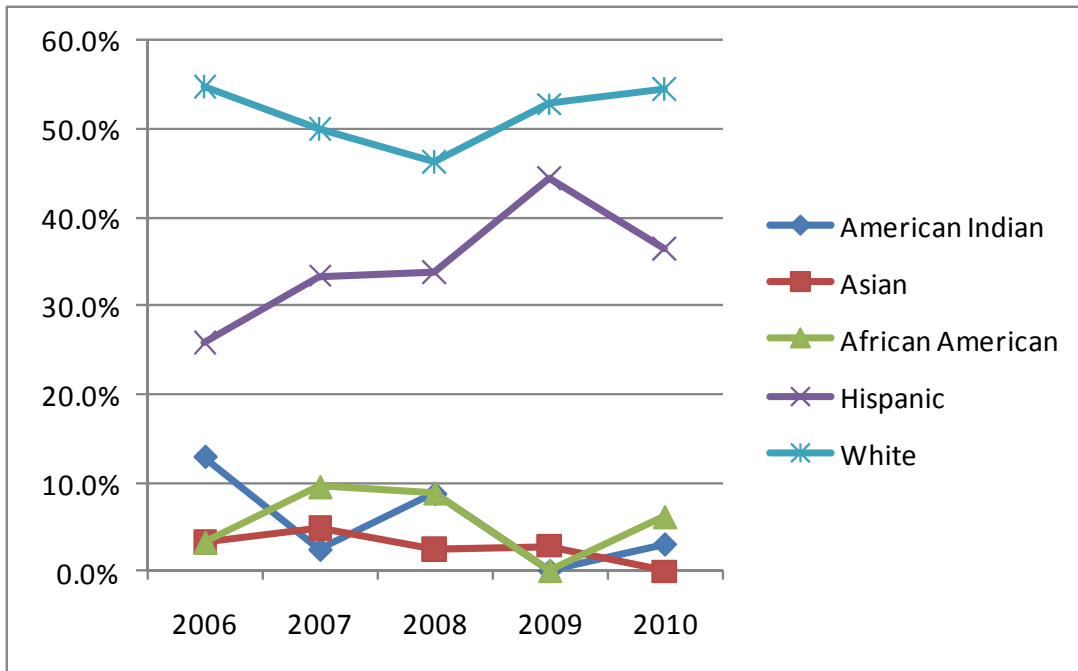
There were 33 total accessions to the Service Center in FY 2010. The charts depict # of accessions and the percentage of the total for each data point (e.g. #,%).

## Service Center Accessions - 2010

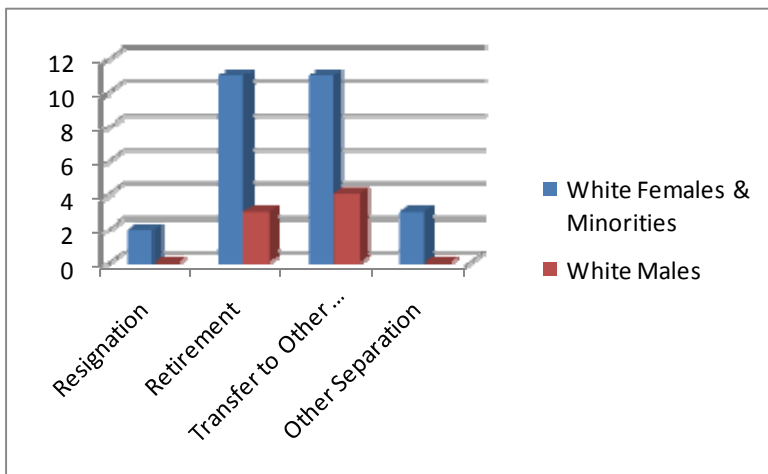
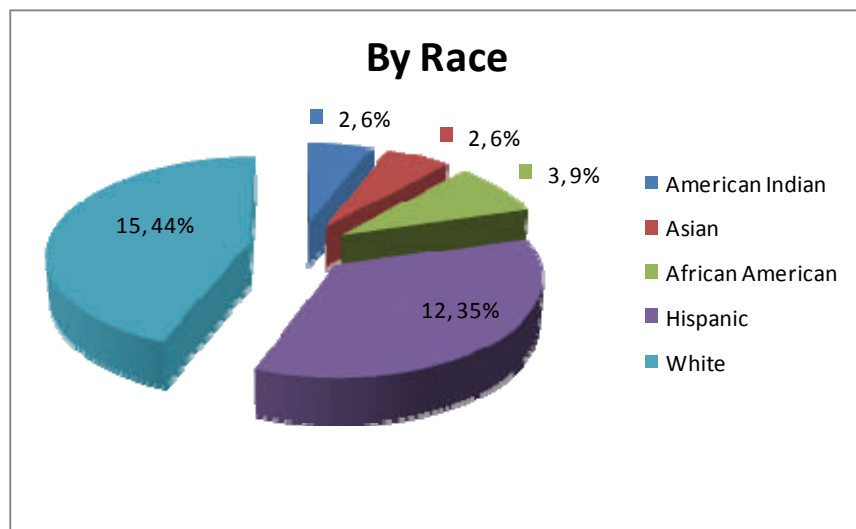
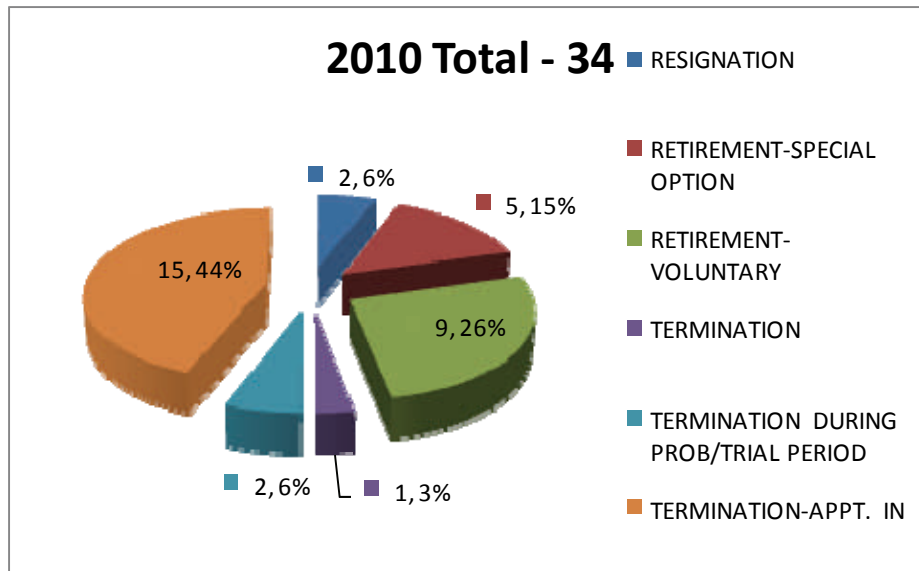


F = female    M = male

### Accessions Service Center 5-Year Trends

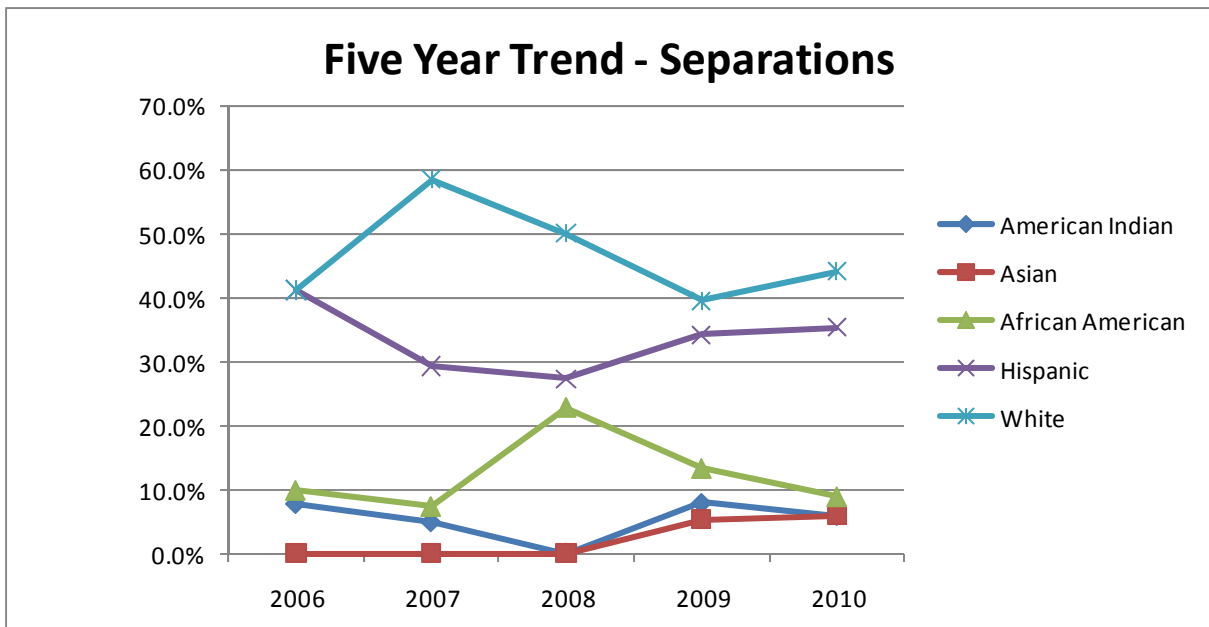
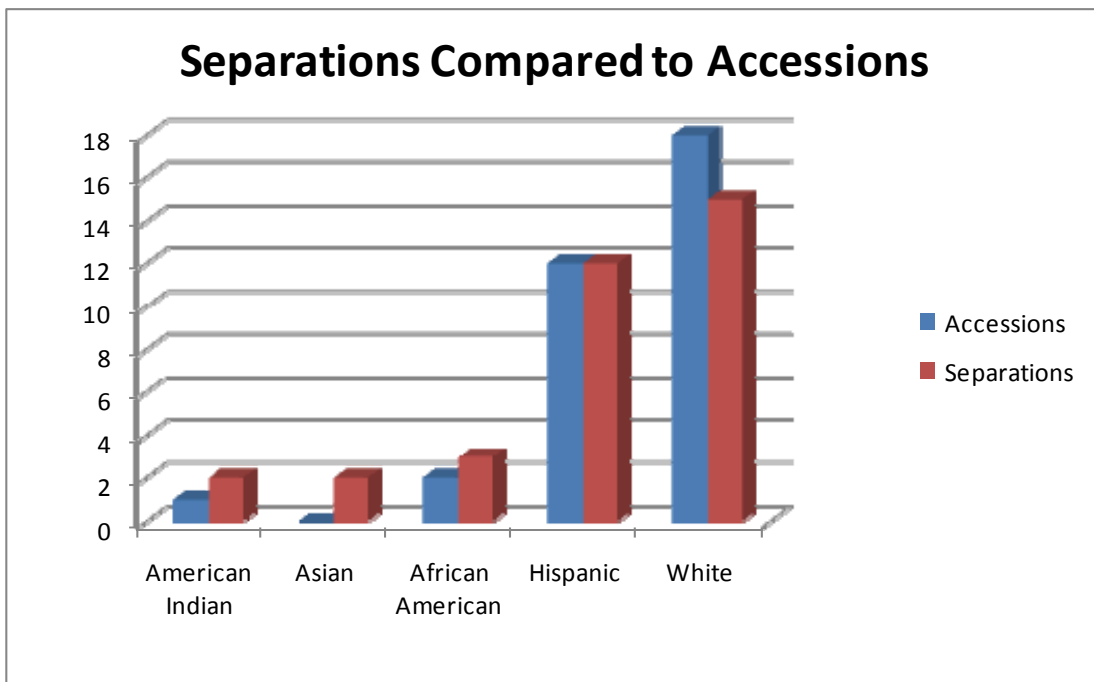


## Service Center—Separations



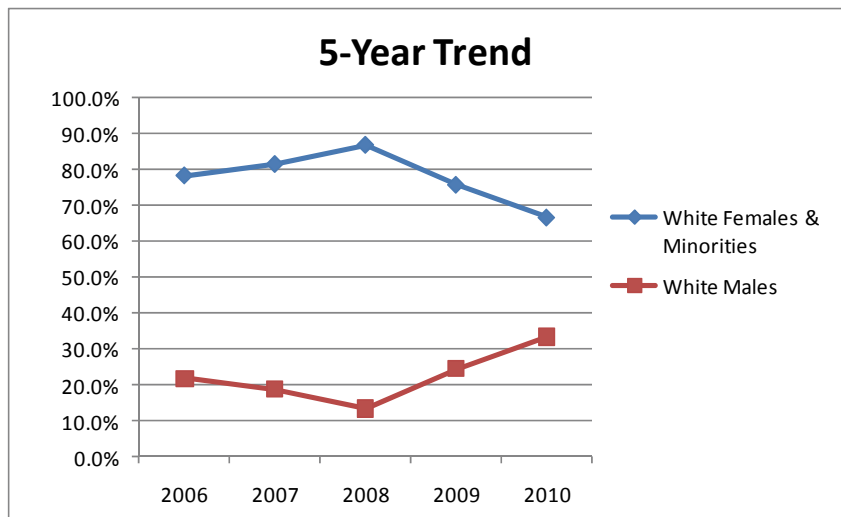
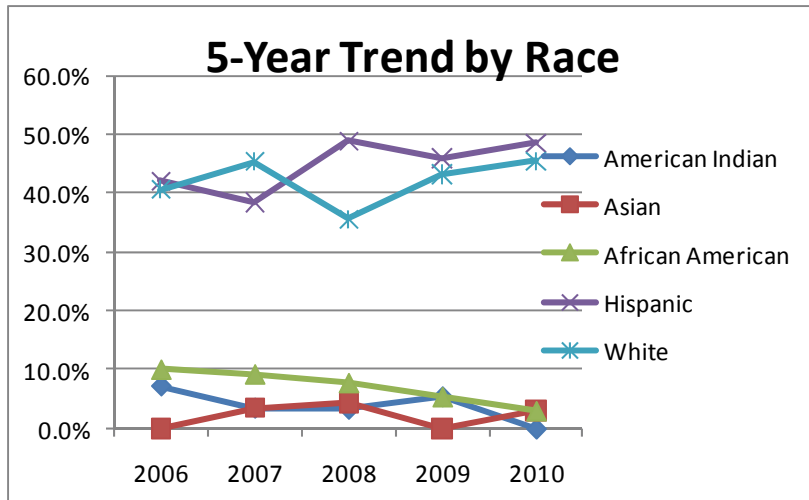
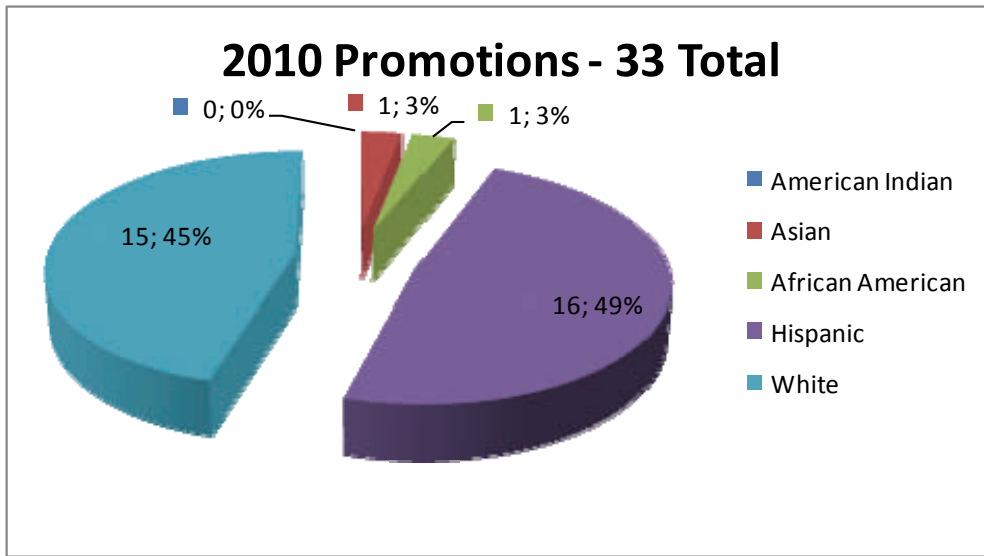
Retirement and Transfer to Other Federal Agency account for the majority of separations in FY 2010. Retirements for White females and Minorities, 41%; for White males, 43%. Transfer to Other Federal Agency for White females and Minorities, 41%; and 57% of separations for White Males.

## Service Center—Separations



In FY 2010 there were 34 separations compared to 33 accessions for the Service Center. More American Indian, Asian, and African American separations than accessions for each of these groups. Note the participation of Asian and African American employees from the earlier Comparisons page 8. If separations continually equal or out-pace accessions, the participation rate can not be adequately addressed.

## Service Center Promotions





# APPENDIX



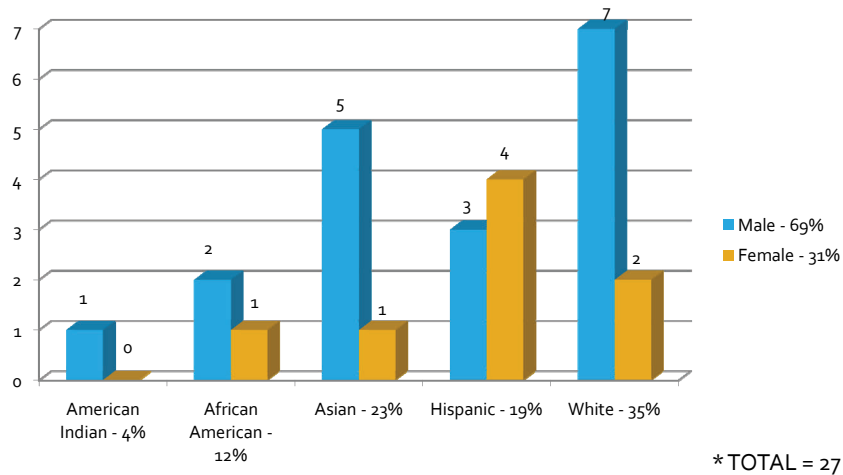
# Future Leaders & SCEP Program



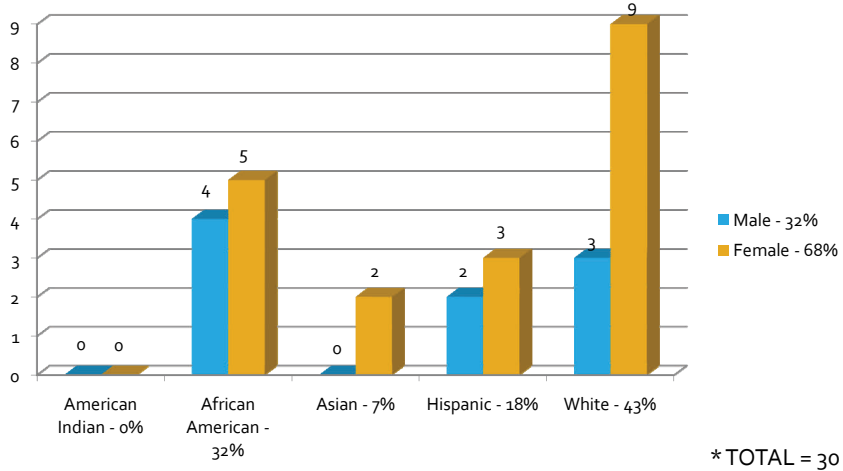
FY 2005-2010

by: Tyquan Parker  
HBCU Intern<sup>1</sup>

## Future Leaders Program FY 2005

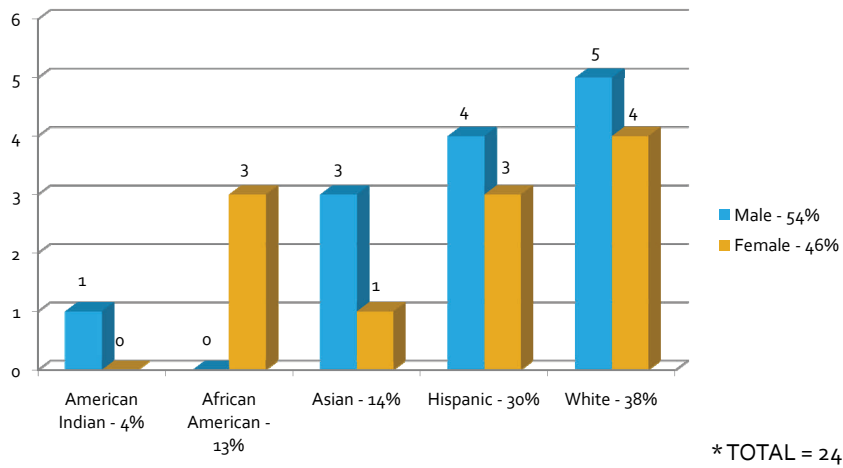


# Future Leaders Program FY 2006



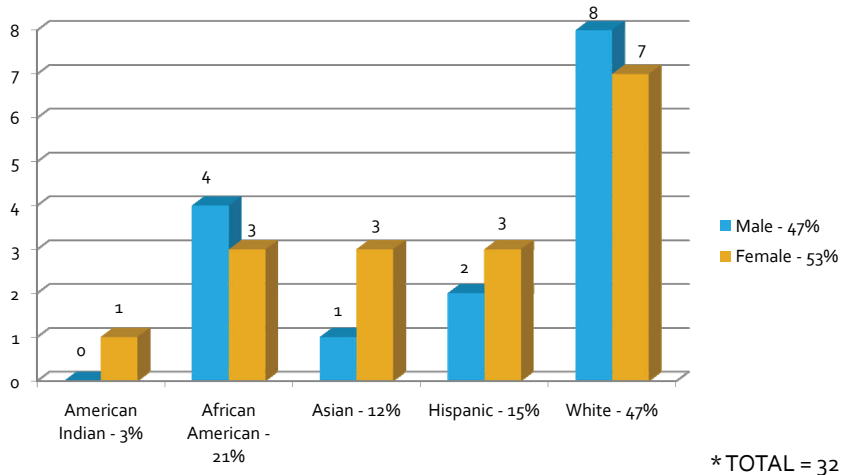
3

# Future Leaders Program FY2007



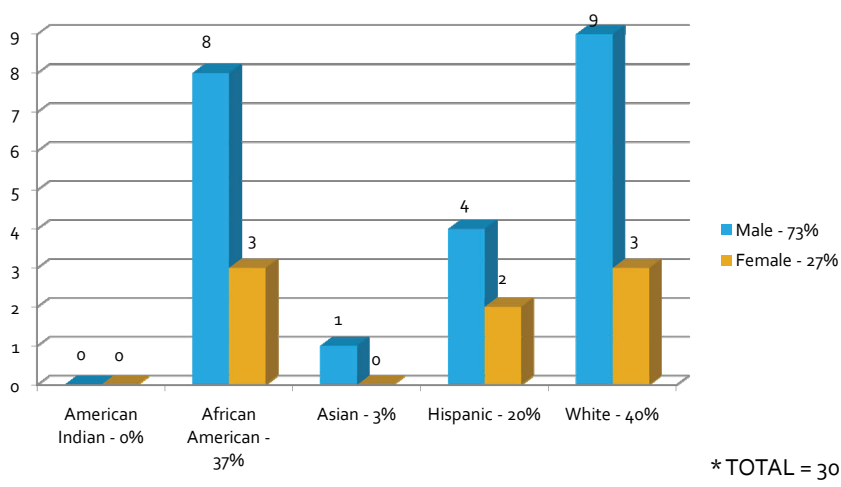
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# Future Leaders Program FY 2008



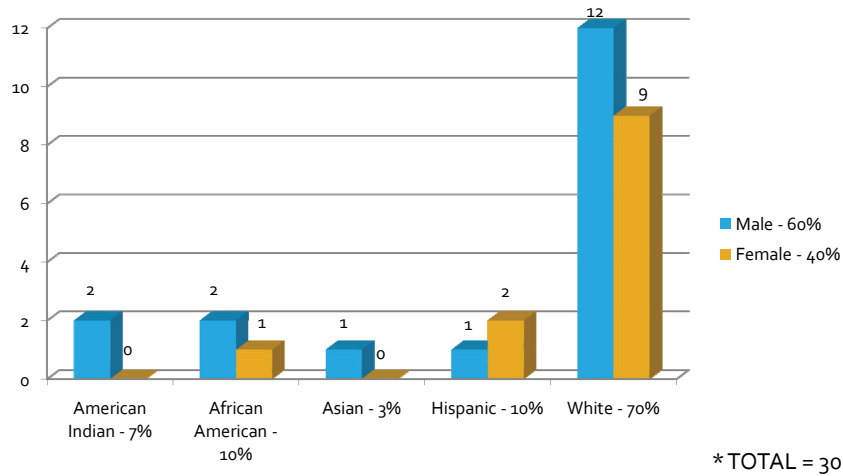
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# Future Leaders Program FY 2009



6

# Future Leaders Program 2010

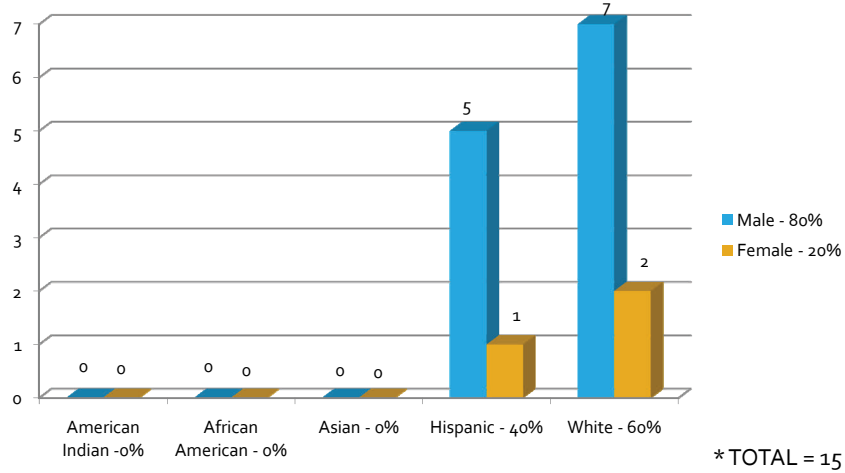


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# Future Leaders Program Retention

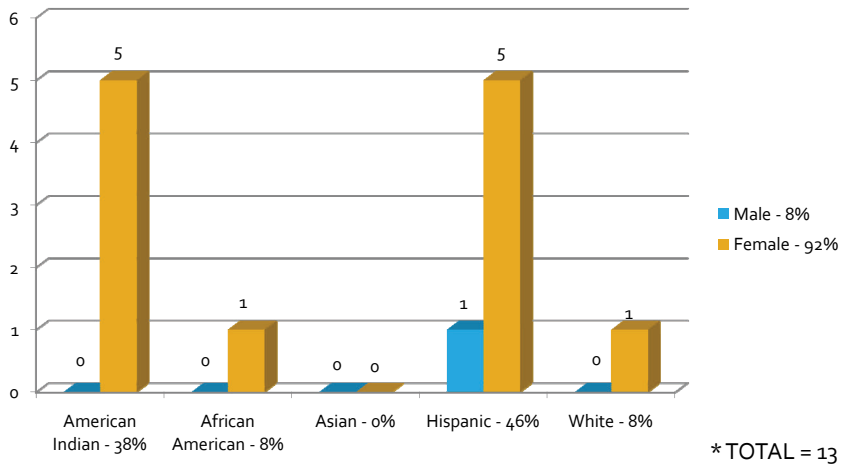
5 YR				77% of 27
4 YR			93% of 30	88% of 27
3 YR		96% of 24	93% of 30	92% of 27
2 YR	93.8% of 32	100% of 24	97% of 30	92% of 27
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 27
	FLP 2009	FLP 2008	FLP 2007	FLP 2006

# SCEP FY2007



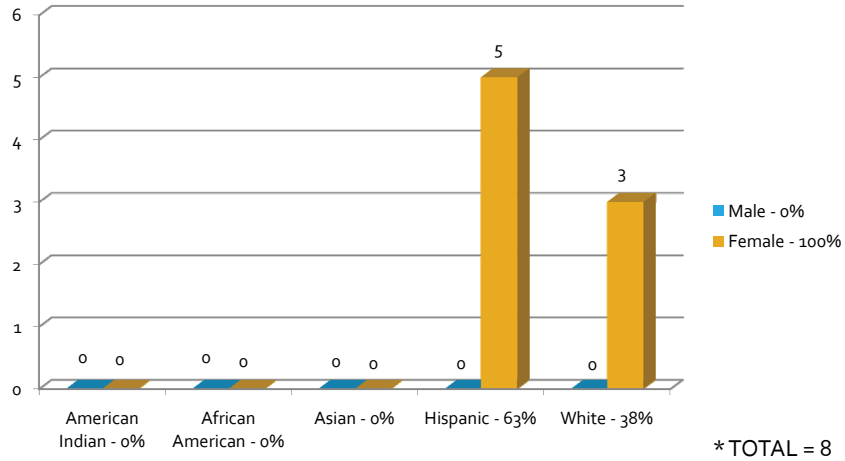
8

# 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
	<b>SCEP 2009</b>	<b>SCEP 2008</b>	<b>SCEP 2007</b>



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