FY 2000 AFFIRMATIVE EMPLOYMENT PROGRAM

ACCOMPLISHMENT REPORT

AND

FY 2001 AFFIRMATIVE EMPLOYMENT PROGRAM

PLAN UPDATE

FOR

MINORITIES AND WOMEN

NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
(NOAA)

U.S. DEPARTMENT OF COMMERCE

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* **WORK FORCE ANALYSIS**
* **ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS**
* **NOTEWORTHY ACTIVITIES/INITIATIVES**
* **NUMERICAL OBJECTIVES**

National Oceanic and Atmospheric Administration (NOAA)
United States Department of Commerce
NAME OF ORGANIZATION

Herbert C. Hoover Building, 14th & Constitution Avenue, N.W. Washington, DC 20230
ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY___ MOC _X_ REGION _____
COMMAND _____ INSTALLATION _____ HEADQUARTERS _____

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 12,028
PROFESSIONAL 6280 ADMINISTRATIVE 2495 TECHNICAL 2448 CLERICAL 478
OTHER 102 BLUE COLLAR 325

Terri L. Bell (301) 713-0500
NAME OF CONTACT PERSON PREPARING REPORT **TELEPHONE NUMBER**

Alfred A. Corea, Director, Civil Rights Office
PRINCIPAL EEO OFFICIAL

2/28/01
SIGNATURE OF PRINCIPAL EEO OFFICIAL **DATE**
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD 714.

3/19/01
Scott B. Gudes, Acting Under Secretary for Oceans and Atmosphere
NAME AND TITLE OF HEAD OF ORGANIZATION

SIGNATURE OF HEAD OF ORGANIZATION CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD 714.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

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OVERVIEW

i. INTRODUCTION

This provides an overview of the NOAA-wide FY 2000 Affirmative Employment Program Accomplishment Report for Minorities and Women and Plan Update. The FY 2001 Affirmative Employment Program Plan Update includes revisions to the Multi-Year Plan. The Report and Plan Update were prepared by the Civil Rights Office, NOAA.

ii. PURPOSE

The FY 2000 Accomplishment Report examines NOAA's progress in improving employment, and advancement opportunities for minorities and women. It also documents attainment of objectives as outlined in NOAA's Multi-Year (FY 1988-FY 1992) Affirmative Employment Program Plan.

iii. AUTHORITY

The legal authority for developing accomplishment reports, and affirmative employment plans for minorities and women is derived from Section 717, Title VII of the Civil Rights Act of 1964, as amended, and Executive Order 11478, as amended by Executive Order 12106.

Guidance on preparation of accomplishment reports is contained in the Equal Employment Opportunity Commission's EEO Management Directive 714, dated October 6, 1987. Additional guidance is issued to Operating Units by the Office of Civil Rights, U.S. Department of Commerce.

iv. DATA SOURCE

The employment statistics for occupational categories (Professional, Administrative Technical, Clerical, Other and Blue Collar (PATCOB)) and mission-related occupations was obtained from the NOAA Human Resources Data System (HRDS).

Statistics for PATCOB categories were compared to the 1990 national PATCOB civilian labor force (CLF) data to determine underrepresentation in NOAA's occupational categories. Statistics for mission-related occupations were compared to the 1990 national occupation-specific civilian labor force (CLF) data. The CLF data was obtained from the 1990 EEO Supplementary Report: "Detailed Occupation of the Civilian Labor Force by Sex, Race and Hispanic Origin" issued by the Bureau of the Census.

v. FY 2000 ACCOMPLISHMENT REPORT

a. Cover Page shows the name of the agency, the number of employees covered, and the signatures of the Principal EEO Official, and the Head of the Agency.

b. Work Force Analysis provides a narrative about the employment of EEO groups in the occupational categories, and mission-related occupations as compared to the applicable national civilian labor force data and grade groupings. For purposes of this analysis, EEO groups identified in the EEOC Management Directive (MD) 714 are White men, White women, Black men, Black women, Hispanic men, Hispanic women, Asian American/Pacific Islander men, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women. **(Please note: Percentages in the workforce analysis are rounded and in some instances will not equal 100 percent.)**

c. Numerical Objectives were established in the Multi-Year Affirmative Employment Plan for occupational categories to reduce instances of underrepresentation for targeted EEO groups. Numerical objectives were not established for the mission-related occupations.

d. Accomplishment Report of Objectives and Action Items documents progress on achievement of objectives, and action items targeted in NOAA's Multi-Year (FY 1988-FY 1992) Affirmative Employment Program Plan for Minorities and Women.

e. Noteworthy Accomplishments and Activities highlight NOAA's achievements in improving employment, and advancement opportunities for minorities and women during FY 2000.

vi. SUMMARY OF FINDINGS

a. All EEO groups are represented in the NOAA workforce.

b. The percentages of Hispanic men (1.7%) and Hispanic women (1.0%) are significantly less than their representation in the National CLF (Hispanic men--4.8%; Hispanic women--3.3%).

c. Asian American/Pacific Islander men and American Indian/Alaskan Native men are not represented in the Clerical Occupational category.

d. Hispanic women are not represented in the Blue Collar occupational category.

e. American Indian/Alaskan Native employees are concentrated in the Technical occupational category.

f. The number of employees in GS/GM 13-15 increased by 48 employees. The number of White women (24) in this grade grouping increased more than any other EEO group.

g. American Indian/Alaskan Native women are not represented in the Executive levels (Senior Executive Service {SES}).

h. Meteorologist is the only occupation where all EEO groups are represented.

i. Of the eleven mission-related occupations, American Indian/Alaskan Native women are severely underepresented (absent) in ten.

j. Hispanic women are not represented in three of the eleven mission related occupations. (General Engineering, Electronics Engineering and Electronics Technician).

vii. **APPENDICES**

a. The first chart shows the number of permanent employees in FY 1999 compared to the number of permanent employees in FY 2000. It also shows the percentage differences, and the 1990 Census National Civilian Labor Force (CLF) percentages.
(Appendix A)

b. The second chart compares the numbers and percentages of EEO groups by occupational categories for FY 1999 and FY 2000, along with percentage changes in representation.
(Appendix B)

c. The third chart shows the numbers and percentages of EEO groups by occupational categories compared to the national civilian labor force data. **(Appendix C)**

d. The fourth chart compares the numbers and percentages of EEO groups by mission-related occupations for FY 1999 and FY 2000, along with percentage changes in representation. **(Appendices D1 and D2)**

e. The fifth chart shows the numbers and percentages of EEO groups by mission-related occupations compared to National occupation-specific civilian labor force data. **(Appendices E1 and E2)**

f. The sixth chart compares the numbers and percentages of EEO groups by grade groupings for white collar employment for FY 1999 and FY 2000, along with percentage changes in representation. **(Appendix F)**

g. The seventh chart compares the numbers and percentages of EEO groups by blue collar occupations for FY 1999 and FY 2000, along with percentage changes in representation. **(Appendix G)**

h. The eighth chart shows the FY 2000 numerical objective accomplishments by occupational categories. **(Appendix H)**

i. Numerical objectives were not established for the mission-related occupations in the NOAA Multi-Year Plan. However, the ninth chart shows the FY 2000 actual numerical accomplishments by mission-related occupations. **(Appendix I)**

j. The last page is a glossary of terms used in the Accomplishment Report and Plan Update.

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I. WORK FORCE ANALYSIS

A. INTRODUCTION

INTRODUCTION

NOAA, one of several operating units within the U.S. Department of Commerce, provides a variety of environmental services to the Nation. The services include:

1) making and disseminating weather forecasts;
2) issuing severe storm and flood warnings;
3) charting the U.S. waters and airspace;
4) managing the marine environment; and
5) operating environmental satellites, ships, aircraft and buoys.

These services are provided by the following NOAA Line Offices: the National Weather Service (NWS), National Ocean Service (NOS), National Marine Fisheries Service (NMFS), Office of Oceanic and Atmospheric Research (OAR), and the National Environmental Satellite, Data, and Information Service (NESDIS).

Administrative support for these offices is provided by the Program Offices, Headquarters Staff Offices, the Office of Finance and Administration and the Office of Marine and Aviation Operations.

To execute its mission, NOAA has employees throughout the United States, and territories of the U.S. performing work in the major occupational categories: professional, administrative, technical, clerical, other, and blue-collar.

I. WORK FORCE ANALYSIS

B. EMPLOYMENT ANALYSIS *(Appendix A)*

In FY 2000, NOAA's permanent workforce was 12,028. This number includes employees in the Personnel Demonstration Project. In FY 1999, NOAA's permanent workforce was 12,023. This is an increase of five (5) employees.

During FY 2000, the number of White men decreased by 72; the number of White women increased by 45; the number of Black men decreased by 4; the number of Black women increased by 28; the number of Hispanic men increased by 6; the number of Hispanic women increased by 6; the number of Asian American/Pacific Islander men decreased by 14; the number of Asian American/Pacific Islander women increased by 8; the number of American Indian/Alaskan Native men increased by 1, and the number of American Indian/Alaskan Native women increased by 1.

The percentages of White women, Black women, Hispanic men, Hispanic women and Asian American/Pacific Islander women increased. The percentages of White men and Asian American/Pacific Islander men decreased. There was no change in the percentages of Black men, American Indian/Alaskan Native men, and American Indian/Alaskan Native women.

A comparison of the NOAA workforce for FY 2000, and the National Civilian Labor Force (CLF) shows the percentage of White men, Black women, Asian American/Pacific Islander men, and American Indian/Alaskan Native men were greater in NOAA than their representation in the National CLF. All other percentages of EEO groups are below their representation in the National CLF.

	NOAA Employment		National CLF
White Men	**62.2%**	**Above**	**42.6%**
White Women	22.4%	Below	35.3%
Black Men	3.3%	Below	4.9%
Black Women	**5.6%**	**Above**	**5.4%**
Hispanic Men	1.7%	Below	4.8%
Hispanic Women	1.0%	Below	3.3%

Asian American/Pacific Islander Men	**2.2%**	**Above**	**1.5%**
Asian American/Pacific Islander Women	1.2%	Below	1.3%
American Indian/Alaskan Native Men	**0.4%**	**Above**	**0.3%**
American Indian/Alaskan Native Women	0.2%	Below	0.3%

Four of our mission-related occupations showed increases in the number of total employees during FY 2000. They include Fishery Biologist (30 employees), General Physical Scientist (8 employees), Hydrologist (10 employees), and Meteorologist (14 employees). All other mission-related occupations showed decreases in the total number of employees.

Three of the occupational categories showed increases in the total number of employees during FY 2000. They included Professional (72 employees), Administrative (78 employees), and Other (14 employees).

Technical, Clerical, and Blue Collar occupational categories showed decreases in the total number of employees. The Technical Occupational category decreased by 95 employees, the Clerical occupational category decreased by 38 employees, and the Blue Collar occupational category decreased by 26 employees.

I. WORK FORCE ANALYSIS

C. PERCENTAGE CHANGES IN REPRESENTATION OF EEO GROUPS BY OCCUPATIONAL CATEGORIES FROM FY 1999 TO FY 2000

(Appendix B)

PROFESSIONAL

The professional occupational category has the largest number of employees in NOAA's work force. Typical professional positions in the agency are Fishery Biologist, General Engineer, General Physical Scientist, Hydrologist, Oceanographer, Meteorologist and, Cartographer. During FY 2000, the total number of employees in the Professional occupational categories

increased from 6,208 to 6,280. White men and White women represent 5,729 (91.2%) of employees in this category. The percentage of White women, Hispanic men, and Asian American/Pacific Islander women increased. The percentages of White men, and Asian American/Pacific Islander men decreased. There was no change in the percentages of Black men, Black women, Hispanic women, American Indian/Alaskan Native men, and American Indian Alaskan Native women. All EEO groups are represented in this occupational category.

ADMINISTRATIVE

Positions in this field require incumbents to exercise analytical ability in addition to understanding the principles, concepts, and practices of administration and management. Computer Specialist, Personnel Management Specialist, Budget Analyst, and Management Analyst are examples of Administrative positions at NOAA.

During FY 2000, the total number of employees in Administrative occupations increased from 2,417 to 2,495. White men and White women represent 1,931 (77.4%) of employees in this category. Women represent 1,169 (46.9%) of employees in this category. The percentages of Black men, Black women, Hispanic men, Hispanic women, and Asian American/Pacific Islander women increased. The percentages of White men, White women, and Asian American/Pacific Islander men decreased. There was no percentage change in the representation of American Indian/Alaska Native men and American Indian/Alaskan Native women. All EEO groups are represented in this occupational category.

ADMINISTRATIVE/TECHNICAL

Administrative/Technical occupations are those occupations that involve non-routine work associated with supporting employees in administrative occupations. The occupations in this category include Personnel Clerk and Assistant, Miscellaneous Clerk and Assistant, Computer Clerk and Assistant, Equal Opportunity Assistant, Financial Clerk and Assistant, Accounting Technician, Budget Clerk and Assistant, Procurement Clerk and Assistant, Consumer Safety Inspection, Supply Clerk, and Technician.

Administrative/Technical occupations represent 32.5% of the total technical occupational category. Women represent 615 (80.7%) employees in the Administrative Technical category,

while men represent 147 (19.3%). White women represent 423 (55.5%) of employees in this category, while Black women represent 136 (17.9%).

During FY 2000, the total number of employees in this occupational category decreased from 769 to 762. The percentages of White women, Black men, Hispanic men, and Hispanic women decreased. The percentages of White men, Black women, Asian American/Pacific Islander women, and American Indian/Alaskan Native women increased. There was no change in the percentages of Asian American/Pacific Islander men, and American Indian/Alaskan Native men.

SCIENTIFIC/TECHNICAL

Scientific/Technical occupations are those that involve nonroutine work associated with supporting employees in professional occupations.

During FY 2000, the total number of employees in this occupational category decreased from 1,674 to 1,586. Scientific Technician positions represent 67.5% of the technical occupational category. Men represent 1,404 (88.5%) of employees in this category, while women represent 182 (11.5%).

The percentages of White women, Black men, Hispanic men, and Hispanic women increased. The percentages of White men, Asian American/Pacific Islander men, and Asian American/Pacific Islander women decreased. There was no change in the percentages of Black women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women.

TECHNICAL

Technical occupations involve non routine work associated with supporting employees in administrative or professional occupations. Several examples of Technical occupations include Meteorological Technician, Electronics Technician, and Personnel Assistant. The total number of employees in this category decreased from 2,443 to 2,348. The percentages of White men, Hispanic women, and Asian American/Pacific Islander men decreased in this occupational category.

The percentages of White women, Black men and Black women increased. There was no change in the percentages of Hispanic men, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women.

CLERICAL

Clerical occupations involve structured work in support of office, business or fiscal operations. The most typical examples of these positions are Secretary and Office Automation Clerk. During FY 2000, the total number of employees in the clerical occupation category decreased from 516 to 478. Women represent 442 (92.5%) of employees in this category. Men represent 36 (7.5%). White women represent 275 (57.5%) while Black women represent 129 (27.0%).

The percentages of Black women and Hispanic women increased. The percentage of White men, White women, Black men, Asian American/Pacific Islander women, and American Indian/Alaskan Native women decreased. The percentages of Hispanic men remained the same. There are no Asian American/Pacific Islander men, and American Indian/Alaskan Native men represented in the clerical occupational category.

OTHER

This occupational category was developed to classify those positions which are not related to the remaining occupational groups. Positions classified under this category are general student trainee, guard, and crafts and trades specialists. During FY 2000, the total number of employees in this occupational category increased from 88 to 102. White men and White women represent 73 (71.6%) of employees in this category. There was a significant percentage decrease of White men (19.1%) in this category. The percentages of White women, Black men, Black women, Hispanic men, Hispanic women, Asian American/Pacific Islander men, and Asian American/Pacific Islander women increased. The percentages of White men, American Indian/Alaskan Native men, and American Indian/Alaskan Native women decreased.

BLUE COLLAR

Employees in the Wage plan system comprise those in NOAA's blue collar positions (e.g., positions aboard NOAA ships, printing press operators, plumbers, electricians, etc.).

The total number of employees in Blue Collar occupations decreased from 351 to 325. Men represent 296 (91.1%) of the employees in this category, while women represent 29 (8.9%). White men represent 217 (66.8%) of employees in this category. The percentages of White men, White women, Black women, and American Indian/Alaskan Native men increased. The percentages of Hispanic men, and Asian American/Pacific Islander men decreased. There was no change in the percentages of Black men, Asian American/Pacific Islander women, and American Indian/Alaskan Native women. Hispanic women are not represented in this occupational category.

I. WORK FORCE ANALYSIS

D. UNDERREPRESENTATION OF EEO GROUPS BY OCCUPATIONAL CATEGORIES *(Appendix C)*

This section of the Accomplishment Report identifies those EEO groups that are under-represented in NOAA's occupational categories. For agency purposes, underrepresentation occurs when the percentage representation of an EEO group, for a given employment category, is substantially less than its corresponding percentage representation in the national civilian labor force. Severe underrepresentation occurs when an EEO group is absent from the agency's occupational categories. Those EEO groups marked with an asterisk (*) are absent, and thus considered severely underrepresented in that particular occupation.

PROFESSIONAL

Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Black women
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women
- American Indian/Alaskan Native women

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ADMINISTRATIVE

Underrepresentation is reported for the following EEO groups:

- White women
- Hispanic men
- Hispanic women
- American Indian/Alaskan Native women

TECHNICAL

Underrepresentation is reported for the following EEO groups:

- White women
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women
- American Indian/Alaskan Native women

CLERICAL

Underrepresentation is reported for the following EEO groups:

- White men
- White women
- Black men
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men*
- American Indian/Alaskan Native men*

OTHER

Underrepresentation is reported for the following EEO groups:

- White men
- Black men
- Hispanic men
- American Indian/Alaskan Native men*

BLUE COLLAR

Underrepresentation is reported for the following EEO groups:

- White women
- Black women
- Hispanic men
- Hispanic women*
- Asian American/Pacific Islander women

I. WORK FORCE ANALYSIS

E. PERCENTAGE CHANGES IN REPRESENTATION OF EEO GROUPS BY MISSION-RELATED OCCUPATIONS FROM FY 1999 TO FY 2000

(Appendices D1 and D2)

FISHERY BIOLOGIST (482)

The total number of Fishery Biologists **increased** from 771 to 801. The percentages of White men, Hispanic men, Asian American/ Pacific Islander men, Asian American/Pacific Islander women, and American Indian/Alaskan Native men decreased. The percentages of White women, Black men, Black women, and Hispanic women increased. **American Indian/Alaskan Native women are absent from this occupation.**

GENERAL ENGINEERING (800)

The total number of employees in General Engineering occupations **decreased** from 134 to 131. The percentages of White women, Black men, and Asian American/Pacific Islander men decreased. The percentages of White men, Black women, Hispanic men, and American Indian/Alaskan Native men increased. **Hispanic women, Asian American/Pacific Islander women and American Indian/Alaskan Native women are absent from this occupation.**

ELECTRONICS ENGINEERING (855)

The total number of employees in the Electronics Engineering occupation **decreased** from 165 to 158. The percentages of White men, White women, Black men, and Hispanic men increased. There was no percentage change in the representation of Black women, Asian American/Pacific Islander women, and American Indian/Alaskan Native men. **Hispanic women and American Indian/Alaskan Native women are absent from this occupation.**

GENERAL PHYSICAL SCIENTIST (1301)

The total number of employees in this occupation **increased** from 463 to 471. The percentages of White men, Black men, Hispanic men, Asian American/Pacific Islander men, and Asian American/Pacific Islander women decreased. The percentages of White women and Black women increased. There was no percentage change in the representation of Hispanic women, and American Indian/Alaskan Native men. **American Indian/Alaskan Native women are absent from this occupation.**

HYDROLOGIST (1315)

The total number of Hydrologists **increased** from 282 to 292. The percentages of White men, Black men, and Hispanic women decreased. The percentages of White women, Black women, and Hispanic men increased. There was no percentage change in the representation of Asian American/Pacific Islander men. **Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women are absent from this occupation.**

METEOROLOGIST (1340)

The total number of Meteorologists **increased** from 2,611 to 2625. The percentages of White men and Hispanic women decreased. The percentages of White women, Asian American/Pacific Islander women, and American Indian/Alaskan Native men increased. There was no percentage change in the representation of Black men, Black women, Hispanic men, Asian American/Pacific Islander men, and American Indian/Alaskan Native women. **All EEO groups are represented in this occupation.**

OCEANOGRAPHER (1360)

The total number of Oceanographers **decreased** from 243 to 236. The percentage of White men decreased. The percentages of Hispanic men, Asian American/Pacific Islander men, and Asian American/Pacific Islander women increased. There was no percentage change in the representation of White women, Black men, Black women, and Hispanic women. **American Indian/Alaskan Native men and American Indian/Alaskan Native women are absent from this occupation.**

CARTOGRAPHER (1370)

The total number of Cartographers **decreased** from 330 to 327. The percentages of White men and Asian American/Pacific Islander men decreased. The percentages of White women and Black women increased. There was no percentage change in the representation of Black men, Hispanic men, Hispanic women, and Asian American/Pacific Islander women. **American Indian/Alaskan Native men and American Indian/Alaskan Native women are absent from this occupation.**

COMPUTER SPECIALIST (334)

The total number of Computer Specialists **decreased** from 960 to 954. The percentages of White men, White women and Asian American/Pacific Islander men decreased. The percentages of Black men, Black women, Hispanic men, Hispanic women, and Asian American/Pacific Islander women increased. There was no percentage change in the representation of American Indian/Alaskan Native men. **American Indian/Alaskan Native women are absent from this occupation.**

ELECTRONICS TECHNICIAN (856)

The total number of Electronics Technicians **decreased** from 540 to 528. The percentages of Hispanic men, Asian American/Pacific Islander men, and American Indian/Alaskan Native men decreased. The percentage of White men increased. There was no percentage change in the representation of White women, Black men, Black women, and Asian American/Pacific Islander women. **Hispanic women and American Indian/Alaskan Native women are absent from this occupation.**

METEOROLOGICAL TECHNICIAN (1341)

The total number of Meteorological Technicians **decreased** from 718 to 676. The percentages of White men, Black women and Hispanic women decreased. The percentages of White women, Black men, Hispanic men, and American Indian/Alaskan Native men increased. There was no percentage change in the representation of Asian American/Pacific Islander men, and Asian American/Pacific Islander women. **American Indian/Alaskan Native women are absent from this occupation.**

I. WORK FORCE ANALYSIS

F. UNDERREPRESENTATION OF EEO GROUPS BY MISSION-RELATED OCCUPATIONS *(Appendices E1 and E2)*

In addition to analyzing occupational categories, NOAA's mission-related occupations were compared to the National occupation-specific CLF data to determine which EEO groups are underrepresented.

Listed below are those mission-related occupations, along with the corresponding EEO groups, that were reported as being underrepresented at the end of FY 2000. Those EEO groups marked with an asterisk (*) are absent, and thus considered severely underrepresented in that particular occupation.

FISHERY BIOLOGIST (482): The Fishery Biologist occupation was compared with the **Biological and Life Scientists** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Black women
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women
- American Indian/Alaskan Native women*

GENERAL ENGINEERING (801, 804, 810, 819, 830, 850, 854, 861): The aggregation of these series were compared to the national professional CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Hispanic women*
- Asian American/Pacific Islander women*
- American Indian/Alaskan Native women*

ELECTRONICS ENGINEERING (855): The Electronics Engineering occupation was compared with the **Electrical and Electronics Engineers** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black women
- Hispanic women*
- Asian American/Pacific Islander women
- American Indian/Alaskan Native women*

GENERAL PHYSICAL SCIENTIST (1301): The General Physical Scientist occupation was compared with the **Physical Scientists, n.e.c.**, in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black women
- Hispanic men
- American Indian/Alaskan Native women*

HYDROLOGIST (1315): The Hydrologist occupation was compared with the **Physical Scientists, n.e.c.**, in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Black women
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women*
- American Indian/Alaskan Native men*
- American Indian/Alaskan Native women*

METEOROLOGIST (1340): The Meteorologist occupation was compared with the **Atmospheric and Space Scientists** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women
- American Indian/Alaskan Native men

All EEO groups are represented in this occupation.

OCEANOGRAPHER (1360): The Oceanographer occupation was compared with the **Physical Scientist, n.e.c.,** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Black women
- Hispanic men
- American Indian/Alaskan Native men*
- American Indian/Alaskan Native women*

CARTOGRAPHER (1370): The Cartographer occupation was compared with the **Surveyors and Mapping Scientists** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White men
- Hispanic men
- Asian American/Pacific Islander men
- American Indian/Alaskan Native men*
- American Indian/Alaskan Native women*

COMPUTER SPECIALIST (334): The Computer Specialist occupation was compared with the **Computer Programmers and Computer Systems Analysts** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Hispanic men
- American Indian/Alaskan Native women*

ELECTRONICS TECHNICIAN (856): The Electronics Technician occupation was compared with the **Electrical and Electronics Technicians** in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men

- Black women
- Hispanic men
- Hispanic women*
- Asian American/Pacific Islander men
- Asian American/ Pacific Islander women
- American Indian/Alaskan Native women*

METEOROLOGICAL TECHNICIAN (1341): The Meteorological Technician occupation was compared with the **Science Technicians, n.e.c.**, in the national CLF. Underrepresentation is reported for the following EEO groups:

- White women
- Black men
- Black women
- Hispanic men
- Hispanic women
- Asian American/Pacific Islander men
- Asian American/Pacific Islander women
- American Indian/Alaskan Native women*

I. WORK FORCE ANALYSIS

G. REPRESENTATION OF EEO GROUPS BY GRADE GROUPINGS *(Appendix F)*

EEO group numbers and representation for white collar employees in grade groupings of GS 1-4, GS 5-8, GS 9-12, GS/GM 13-15 and the Executive Levels, including the Senior Executive Service, were compared with FY 1999.

GS 1-4: The total number of employees in this grade grouping **increased** from 91 to 93. Women represent 59 (63.4%) of employees in this grade grouping. Men represent 34 (36.6%). The percentages of White women, Black men, Black women, Hispanic men, Asian American/Pacific Islander men, and Asian American/Pacific Islander women increased. The percentages of White men, and Hispanic women decreased.

There was no percentage change in the representation of American Indian/Alaskan Native men, and American Indian/Alaskan Native women. **All EEO groups are represented in this grade grouping.**

GS 5-8: The total number of employees in this grade grouping **decreased** from 1,290 to 1,188. Women represent 865 (72.8%) and men represent 323 (27.2%) of employees in this grade grouping. The percentages of White women, Hispanic men, Hispanic women, Asian American/Pacific Islander women, and American Indian/Alaskan women increased. The percentages of White men, Black men, Black women, Asian American/Pacific Islander men, and American Indian/Alaskan Native men decreased. **All EEO groups are represented in this grade grouping.**

GS 9-12: The total number of employees in this grade grouping **increased** from 4,389 to 4,441. Women represent 1,188 (26.8%) and men represent 3,253 (73.2%) of employees in this grade grouping. The percentages of White women, Black men, Black women, Hispanic men, and Hispanic women increased. The percentages of White men and Asian American/Pacific Islander men decreased. There was no percentage change in the representation of Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women. **All EEO groups are represented in this grade grouping.**

GS/GM 13-15: The total number of employees in this grade grouping **increased** from 3,635 to 3,683. Women represent 651 (17.7%) and men represent 3,032 (82.3%). The percentages of White women and Black women increased. The percentages of White men and Asian American/Pacific Islander men decreased. There was no percentage change in the representation of Black men, Hispanic men, Hispanic women, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women. **All EEO groups are represented in this grade grouping.**

Executive Levels: The total number of employees in the Executive levels **decreased** from 118 to 114. Women represent 20 (17.5%) and men represent 94 (82.5%). White men represent 87 (76.3%) and White women represent 17 (14.9%) of employees in the Executive levels. The percentages of White men, Black women, Hispanic men, Asian American/Pacific Islander men, Asian American/Pacific Islander women, and American Indian/Alaskan Native men increased. The percentages of White women, Black men, and Hispanic women decreased. **American Indian/Alaskan Native women are absent from the Executive levels.**

I. WORK FORCE ANALYSIS

H. REPRESENTATION OF BLUE COLLAR EMPLOYMENT
(Appendix G)

The total number of employees in this pay plan **decreased** from 351 to 325. Women represent 29 (8.9%) and men represent 296 (91.1%). White men represent 217 (66.8%) of the employees in the Blue Collar levels. The percentages of White men, White women, Black women, and American Indian/Alaskan Native men increased. The percentages of Hispanic men, Asian American/Pacific Islander men, and American Indian/Alaskan Native women decreased. There was no percentage change in the representation of Black men, and Asian American/Pacific Islander women. **Hispanic women are absent from the Blue Collar occupations.**

I. WORK FORCE ANALYSIS

I. CONCENTRATION OF EMPLOYEES BY GRADE GROUPINGS

- The majority of Black employees are concentrated at GS 9-12 grade grouping (350) and at the GS/GM 13-15 grade grouping (200).
- The majority of Hispanic employees are concentrated at GS 9-12 grade grouping (121) and at the GS/GM 13-15 grade grouping (75).
- The majority of Asian American/Pacific Islander employees are concentrated at the GS 9-12 grade grouping (158) grouping and at the GS/GM 13-15 grade grouping (101).
- The majority of the American Indian/Alaskan Native employees are concentrated at the GS 9-12 grade grouping (31) and at the GS/GM 13-15 grade grouping (12).
- The majority of the White employees are concentrated at the GS 9-12 grade grouping (3,781) and at the GS/GM 13-15 grade grouping (3,295).

MEN AND WOMEN

- The total number of employees in GS 9-12 is 4,441. Men represent 3,253 (73.3%) and women represent 1,188 (26.7%).
- The total number of employees in GS/GM 13-15 is 3,683. Men represent 3,032 (82.3%) and women represent 651 (17.7%).

I. WORK FORCE ANALYSIS

J. ANALYSIS OF PROMOTIONS

A review was conducted of the number of promotions (permanent and temporary) during FY 2000. This analysis showed the following:

PROMOTIONS

GENERAL SCHEDULE EMPLOYMENT

During FY 2000, there was a total of 1,514 promotions for the total NOAA workforce. Of those 1,514 promotions, 1,372 (90.6%) were permanent promotions, and 142 (9.4%) were temporary (not to exceed).

PERMANENT PROMOTIONS

Of the 1,372 permanent promotions, men received 858 (62.5%), and women received 514 (37.5%). Black employees received 156 (11.4%), Hispanic employees received 38 (2.8%), Asian American/Pacific Islander employees received 49 (3.6%), American Indian/Alaskan Native employees received 7 (0.5%), and White employees received 1,122 (81.8%) of the permanent promotions.

TEMPORARY PROMOTIONS

Of the 142 temporary promotions, men received 107 (75.4%), and women received 35 (24.7%). Black employees received 12 (8.5%), Hispanic employees received 4 (2.8%), Asian American/Pacific Islander employees received 6 (4.2%), American Indian/Alaskan

Native employees received 3 (2.1%), and White employees received 117 (82.4%) of the temporary promotions.

PERMANENT PROMOTIONS (Pay-banded levels)

During FY 2000, there was a total of 125 permanent promotions in the pay-banded levels. Men received 54 (43.2%), and women received 71 (56.8%). Black employees received 17 (13.6%), Hispanic employees received 5 (4.0%), Asian American/Pacific Islander employees received 1 (0.8%), and **American Indian/Alaskan Native employees did not receive promotions in the pay-banded levels during FY 2000.**

WAGE GRADE PROMOTIONS

During FY 2000, there was a total of 52 promotions in the Wage pay plan. Of the 52 Wage grade permanent promotions, men received 49 (94.2%) and women received 3 (5.8%). Black employees received 10 (19.2%), Hispanic employees received 1 (1.9%), Asian American/Pacific Islander employees received 2 (3.9%) and, White employees received 39 (75.0%). **American Indian/Alaskan Natives employees did not receive promotions in this pay plan during FY 2000.**

PROMOTIONS BY GRADE GROUPINGS AND PAY PLANS

A review was conducted of the number of promotions in each grade grouping and pay plan. The largest number of promotions occurred at the GS 9-12 grade levels (754) and the GS/GM 13-15 (361) grade levels. There were 14 promotions at the GS 1-4 grade level, 208 promotions at the GS 5-8 grade level, 0 promotions at the Executive levels, 52 promotions in the wage pay plan employees and, 125 promotions for employees in the pay banded levels.

II. ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

This section of the Accomplishment Report documents which action items in the Multi-Year (FY 1988 - FY 1992) Affirmative Employment Program Plan for Minorities and Women have been completed as of the end of FY 1998.

Several of the program objectives established in the FY 1988 - FY 1992 Multi-Year Plan have been accomplished. However, when opportunities arise, we continue our efforts to recruit, hire, and advance our employees.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FY 2000

PROGRAM ELEMENT:
Recruitment and Hiring

PROBLEM/BARRIER STATEMENT:
There is a marked decline in the use of developmental staffing programs.

OBJECTIVE:
Increase and more effectively use developmental staffing programs (e.g., Student Education Employment Programs).

RESPONSIBLE OFFICIALS: See below

TARGET DATE: See below

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
1. Develop and implement career entry programs to attract highly qualified college students for professional and technical positions.	Assistant Administrators	9/30/01
2. Update recruitment exhibit and other promotional material to assist with recruitment efforts.	Director, Human Resources Management Office	9/30/01
3. Establish/maintain greater coordination between Human Resources and Civil Rights regarding affirmative employment requirements.	Director, Civil Rights Office; Director, Human Resources Management Office	9/30/01

REPORT ON ACCOMPLISHMENT OF OBJECTIVE

ACTION ITEM 1
NOAA's use of student internships and the participation in student intern programs has increased. NOAA continues to participate in a variety of developmental staffing programs.

These programs include the Student Temporary Employment Program (STEP), and the Student Career Experience Program (SCEP). The STEP programs provide experience that is not directly related to a student's education program and career goals. Students in the STEP programs may be converted to the SCEP. The SCEP (formerly Cooperative Education Program) provides work experience that is directly related to the student's education program and career goals. Students may be converted non-competitively to a career conditional or career appointment.

During FY 2000, there was a total of 129 participants in the STEP program. Of the 129 participants, 9 were Black, 7 were Hispanic, 9 were Asian American/Pacific Islander, 1 was American Indian/Alaskan Native, and 103 were White.

During FY 2000, there was a total of 42 participants in the SCEP program. Of the 42 participants, 7 were Black, 3 were Hispanic, 8 were Asian American/Pacific Islander, and 24 were White. There were no American Indian/Alaskan native participants in the SCEP program for FY 2000.

Student programs are also used as long range developmental programs. These include the NOAA Faculty and Student Intern Research Program, the NOAA Graduate Scientist Program, and the NOAA Leadership Competencies Development Program.

NOAA Faculty and Student Intern Research Program

NOAA continues its tenth year participating in the NOAA Faculty and Student Intern Research Program. The participants were placed in NOAA facilities nation-wide. During FY 2000, there was a total of 97 participants, including one faculty members. Of the 96 participants, 20 were White, 59 were Black, 4 were Hispanic, 12 were Asian American/Pacific Islander, and 1 was American Indian/Alaskan Native. The ethnicity of three participants was not identified. The program was established to provide work experience to undergraduate students, graduate students, post graduate students, and faculty members who have an interest in pursuing academic

studies and research opportunities in the oceanic and atmospheric sciences. Students can participate in the program throughout the school year.

Graduate Scientists Program

The NOAA Graduate Scientists program is a developmental staffing program designed to recruit minorities and women into scientific NOAA mission-related occupations. During FY 2000, there were 5 participants in the NOAA Graduate Scientist Program. Of the 5 participants, 1 was a Black female, 1 was a Hispanic male, 2 were White women, and 1 was a White male. The program provides entry level opportunities, and career development to qualified undergraduate students who possess degrees in Engineering, Biology, Chemistry, Mathematics, Physics, Physical Science, Computer Science, or Geography. Students participate in a one-year developmental on-the-job experience, and structured classroom training program. NOAA pays the salary, full tuition, travel expenses, and housing allotment for each participant enrolled at an identified college/university.

ACTION ITEM 2

During FY 2000, the NOAA EEO Council developed NOAA Educational Outreach tool kits to distribute at career fairs , and conferences. The tool kits serve as a recruitment resource to assist employees in their outreach activities, especially those employees making presentations to students in grades K through 12. The tool kits provide employees with printed materials, hand-outs, and a slide presentation which describes NOAA, and its career opportunities. The NOAA Civil Rights Office (CRO) coordinates this initiative.

ACTION ITEM 3

The CRO , and the NOAA Human Resources Management Office (HRMO) continue a close working relationship on all matters relating to affirmative employment , and the Federal Equal Opportunity Recruitment Program (FEORP).

During FY 2000, the CRO, in conjunction with the HRMO, maintained a list of recruitment sources (minority organizations, minority newspapers, etc). Copies of vacancy announcements were provided to these recruitment sources, particularly, for executive level positions.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FY 2000

PROGRAM ELEMENT:
Employee Development Programs

PROBLEM/BARRIER STATEMENT:
Minorities and Women are not represented at the GS-13 and above grade levels.

OBJECTIVE:
To improve the representation of Minorities and women at the GS-13 and above grade levels.

RESPONSIBLE OFFICIALS: See Below

TARGET DATE: FY 2000 and Continuing

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
1. Require a quarterly report from Assistant Administrators, Staff/Program Office Directors to the Under Secretary, NOAA beginning December 15 that reflects the organization's GS-13 and above EEO profile as of the beginning of FY 2000; the number of GS-13 and above selections made for the previous month; and the EEO profile of the previous month's selections.	All Line/Staff/Program Office Directors	Beginning 12/00 and continuing
2. Prepare a recruitment plan for each GS-13 and above vacancy that includes non-traditional recruitment sources , and initiatives (e.g., targeting university placement offices that assist alumni, use of diverse search teams, posting on appropriate internet sites, etc.) , and obtain clearance by the Assistant Administrators (AAs) or Deputy AAs.	All Line/Staff/Program Office Directors	Beginning 12/00 and continuing
3. Provide opportunities for all employees to develop their knowledge, skills, and abilities.	Assistant Administrators	9/30/01

REPORT ON ACCOMPLISHMENT OF OBJECTIVE

ACTION ITEM 1

During FY 2000, quarterly reports were generated reflecting each Line, Staff and Program Offices GS-13 and above EEO profile. Each LO/SO/PO used the statistics at the NOAA quarterly review meetings with the Under Secretary, NOAA, to report on the representation of minorities and women in their organizations. These statistics were used to monitor progress in improving the representation of minorities and women at the GS-13 and above grade levels.

ACTION ITEM 2

NOAA continues to develop and implement this initiative. Line Offices are developing strategic recruitment plans for Achieving a Diverse Workplace. Final plans will include specific guidelines, and procedures for establishing outreach, and recruitment activities for all GS-13 and above vacancies. During FY 2000, managers and supervisors prepared recruitment plans which included non-traditional recruitment sources, and established diverse search teams. Selecting officials who successfully, and widely recruited for GS-13 and above for developmental positions at all levels, and created a diverse pool of applicants from which to select, were recognized and rewarded.

ACTION ITEM 3

During FY 2000, NOAA Line Offices provided employees with details, reassignments, temporary promotions, and reengineered vacancies into upward mobility positions, and allowed employees to participate in full-time university training. They also provided opportunities for employees to participate in developmental training programs. Each organization continues to establish a training budget by allocating 1.5% of their salaries and benefits.

During FY 2000, NOAA continued to promote the use of the Individual Development Plan (IDP) as a tool available to all employees to help them meet their career objectives. During May and June 2000, three one-hour workshops were facilitated by the DOC Office of Human Resources Management, the NOAA Civil Rights Office, and the NOAA Human Resources Management Office at NOAA facilities in Silver Spring, Camp Springs, and Suitland, Maryland. Over two hundred employees participated in these workshops.

The following NOAA-wide training program opportunities were provided during FY 2000:

FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS

- **NEW LEADER'S PROGRAM**
  GS 7-11 (6 participants): 1 White male, 4 White females, 1 Black female

- **EXECUTIVE LEADERSHIP FOR MID-LEVEL EMPLOYEES**
  GS 11-12 (3 participants): 1 White male, 1 White female, 1 Black female

- **EXECUTIVE POTENTIAL PROGRAM**
  GS 13-14 (3 participants): 2 White males, 1 White female

- **COMMERCE SCIENCE & TECHNOLOGY FELLOWS PROGRAM**
  GS-14 (1 participant): 1 White female

- **COUNCIL FOR EXCELLENCE IN GOVERNMENT**
  GS 13-14 (3 participants): 2 White males, 1 Black male

- **FEDERAL EXECUTIVE INSTITUTE (FEI)**
  GS-15/SES: 1 White male

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FY 2000

PROGRAM ELEMENT:
Organization and Resources

PROBLEM/BARRIER STATEMENT:
There is inadequate/inconsistent training of NOAA managers, supervisors, and employees.

OBJECTIVE:
To provide adequate and consistent training of managers, supervisors, and employees.

RESPONSIBLE OFFICIAL: See below

TARGET DATE: FY 2000 and Continuing

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
1. Brief each EEO Committee on its role in the NOAA Civil Rights program.	Director, Civil Rights Office	9/30/01
2. Conduct/sponsor EEO training session under newly developed training program.	Director, Human Resources Management Office	9/30/01

REPORT ON ACCOMPLISHMENT OF OBJECTIVE

ACTION ITEM 1
The Civil Rights Office continues to solicit proposals from EEO training vendors who are interested in providing EEO training to the workforce. The list is updated annually and distributed to the Line Office EEO Program Managers and the Administrative Support Centers (ASCs). Vendors from the list are selected to provide a variety of EEO-related training to their employees, supervisors, and managers at headquarters and in the field. The training included EEO advisory committee training, Sexual Harassment, and the Roles and Responsibilities of Managers and Supervisors in EEO. Civil Rights Office staff also provided EEO training to employees, managers and supervisors during FY 2000.

ACTION ITEM 2

An overview on Equal Employment Opportunity and the Supervisors/Managers role in EEO/Affirmative Employment and the Discrimination Complaints process continues to be included as a part of the NOAA Leadership Training Program (NLTP). The NLTP is designed to develop a sustainable cadre of well prepared supervisors and managers to meet current and future needs, to improve the quality of leadership offered to employees, and to communicate clearly top management's goals and priorities throughout NOAA.

The basic component is composed of a total of 80 hours of mandatory formal instruction for newly appointed and incumbent supervisors. The NLTP satisfies 40 hours of the supervisory training. During FY 2000, staff members of the Civil Rights Office conducted three sessions for the NLTP.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FY 2000

PROGRAM ELEMENT:
Recruitment and Hiring

PROBLEM/BARRIER STATEMENT:
There is underrepresentation of women and minorities in mission-related occupations such as, Fishery Biologist, General Engineering, Electronics Engineering, General Physical Scientist, Hydrologist, Meteorologist, Oceanographer, Cartographer, Computer Specialist, Electronics Technician, and Meteorological Technicians in grades GS/GM-13 and above.

OBJECTIVE:
Improvement of NOAA's overall representation of women and minorities at the GS/GM 13-15 levels and pay-banded levels especially in the mission-related occupations.

RESPONSIBLE OFFICIALS: See Below.

TARGET DATE: FY 2000 and Continuing

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
GS/GM/Z's 13-15 Levels 1. Expose NOAA's skills needs to a broader audience of women and minorities through greater participation in outreach activities.	Assistant Administrators	9/30/01
2. Establish/maintain contacts with learning institutions having greatest enrollment of women and minorities. Focus towards student employment, selective placement, and other developmental staffing programs.	Director, Human Resources Management Office; Director, Civil Rights Office	9/30/01

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
3. Utilize established contacts with minority organizations and educational institutions in the recruitment process (i.e., extend announcement closing dates and forward announcements to established contacts).	Director, Human Resources Management Office	9/30/01

REPORT ON ACCOMPLISHMENT OF OBJECTIVE

ACTION ITEM 1

NOAA EMPLOYMENT PROGRAM PLAN FOR GS 13 AND ABOVE (INCLUDING PAY BANDED LEVELS (Z's)

NOAA continues its efforts towards achieving this objective.

ANALYSIS

An analysis was conducted of the employment of minorities and women at GS/GM 13-15 and Z's in overall employment, and in the mission-related occupations. The analysis showed the following:

OVERALL EMPLOYMENT OF EMPLOYEES IN GS/GM 13-15 AND Z's

During FY 2000, the total number of employees in this grade grouping increased from 3,635 to 3,683. Women represent 651 (17.7%) and men represent 3,032 (82.3%). The number of White men, White women, Black men, Black women, Hispanic men, and American Indian/Alaskan Native men increased. The number of Asian American/Pacific Islander men decreased. There was no change in the number of Hispanic women, Asian American/Pacific Islander women, and American Indian/Alaskan Native women. **All EEO groups are represented in this grade grouping.**

MISSION-RELATED OCCUPATIONS (GS/GM 13-15 AND Z's)

FISHERY BIOLOGIST (482) - During FY 2000, the total number of employees in this grade grouping in this occupation **increased** from 283 to 302. The number of White men, White women and Black men increased. The number of Asian American/Pacific Islander women decreased. There was no change in the number of Hispanic men, Hispanic women, and Asian American/Pacific Islander men. **Black women, American Indian/Alaskan Native men, and American Indian Alaskan Native women are absent from this occupation in this grade grouping.**

GENERAL ENGINEERING (800) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 100 to 102. The number of White men increased. The number of Black men decreased. There was no change in the number of White women, Black women, Hispanic men, and Asian American/Pacific Islander men. **Hispanic women, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women are absent from this occupation in this grade grouping.**

ELECTRONICS ENGINEERING (855) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **decreased** from 137 to 133. The number of Hispanic men increased. The number of White men and Asian American/Pacific Islander men decreased. There was no change in the number of White women, Black men, Black women, and American Indian/Alaskan Native men. **Hispanic women, Asian American/Pacific Islander women, and American Indian/Alaskan Native women are not represented in this occupation in this grade grouping.**

GENERAL PHYSICAL SCIENTIST (1301) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 326 to 369. The number of White men, White women, Hispanic men, Hispanic women, and Asian American/Pacific Islander men increased. The number of Asian American/Pacific Islander women decreased. There was no change in the number of Black men and Black women. **American Indian/Alaskan Native men and American Indian/Alaskan Native women are absent from this occupation in this grade grouping.**

HYDROLOGIST (1315) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 170 to 173. The number of White men and White women increased. The number of Black men decreased. There was no change in the number of Black women, Hispanic men, and Asian American/Pacific Islander men. **Hispanic women, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women are absent in this occupation in this grade grouping.**

METEOROLOGIST (1340) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 1620 to 1623. The number of White women, Black women, Black women, Asian American/Pacific Islander men, Asian American/Pacific Islander women, and American Indian/Alaskan Native men increased. The number of White men decreased. There was no change in the number of Hispanic men, and Hispanic women. **All EEO groups are represented in this occupation in this grade grouping.**

OCEANOGRAPHER (1360) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 161 to 163. The number of Hispanic men and Asian American/Pacific Islander men increased. The number of White men decreased. There was no change in the number of White women, Black men, Black women, and Hispanic women. **Asian American/Pacific Islander men, American Indian/Alaskan Native men, and American Indian/Alaskan Native women are absent from this occupation in this grade grouping.**

CARTOGRAPHER (1370) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 71 to 87. The number of White women, Black men, and Black women increased. The number of White men decreased. **Asian American/Pacific Islander men, Asian American/Pacific Islander women, American Indian/Alaskan Native men, and American Indian/Alaskan Native women are absent in this occupation at this grade grouping.**

COMPUTER SPECIALIST (334) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **increased** from 502 to 519. The number of White men, White women, Black men, Black women, Hispanic men, Hispanic women, Asian American/Pacific Islander men, and Asian American/Pacific Islander women increased. There was no change in the number of American Indian/Alaskan Native men. **American Indian/Alaskan Native women are absent from this occupation in this grade grouping.**

ELECTRONICS TECHNICIAN (856) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's **decreased** from 13 to 12. The number of White men increase. The number of Hispanic men and American Indian/Alaskan Native men decreased. There was no change in the number of Black men. **White women, Black women, Hispanic women, Asian American/Pacific Islander men, Asian American/Pacific Islander women, and American Indian/Alaskan native women are absent from this occupation in this grade grouping.**

METEOROLOGICAL TECHNICIAN (1341) - During FY 2000, the total number of employees in GS/GM 13-15 and Z's remained the same (2). **White men are the only EEO group represented in this occupation in this grade grouping.**

PERMANENT PROMOTIONS IN GS/GM 13-15 and Z's

During FY 2000, there were 361 permanent promotions in grades GS/GM 13-15 and Z's. During FY 1999, there were 311 permanent promotions in grades GS/GM 13-15 and Z's, an increase of 50 promotions.

During FY 2000, men received 259 (71.7%) and women received 102 (28.3%) promotions. Black employees received 31 (8.6%), Hispanic employees received 10 (2.8%), Asian American/Pacific Islander employees received 13 (3.6%), American Indian/Alaskan Native employees received 1 (0.3%), and White employees received 306 (84.8%) of the permanent promotions in GS/GM 13-15 and Z's..

ACTION ITEMS 2 AND 3 are accomplished annually through participation in a variety of outreach activities.

ACTION ITEM 2
NOAA is the lead Federal Agency with responsibility for managing the Global Learning and Observation to Benefit the Environment Program (GLOBE). GLOBE is a world-wide network of students, teachers, and scientists working together to study, and understand the global environment. Students and teachers from over 7,000 schools in more than 80 countries are working with research scientists to learn more about the planet.

During FY 2000, GLOBE took steps to involve underrepresented groups in Science, Mathematics, and Technology, including (a) establishing partnerships with Minority Serving Institutions (MSIs), and African-American, Latino, and Native American professional organizations, and (b) promoting GLOBE, and its international partners as a vehicle for motivating all minority students to pursue studies in science.

NOAA continues to make substantial progress in reaching out to, and collaborating with Minority Serving Institutions (MSIs). The NOAA MSI Council, established by the NOAA Administrator in FY 1999, and chaired by the Deputy Assistant Secretary for Oceans and Atmosphere, continued to provide strong leadership in this area. The NOAA Grants Management Division continued to track the number of grants awarded to all MSIs. During FY 2000, $211,271,146 was awarded to Institutions of Higher Education (IHEs). A total of $1,028,754 was awarded to Historically Black Colleges, and Universities (HBCUs), $7,512,147 to Hispanic Serving Institutions (HSIs), and $175,000 to Tribal Colleges and Universities. These awards were used to support research in oceanic, and atmospheric sciences, student intern opportunities, curriculum development, and to establish partnerships and cooperative agreements.

ACTION ITEM 3

During FY 2000, NOAA awarded $67,000 to the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS). The funding was used to support the K-12 Teacher Education Component of the National Conference, which included subsidizing over 100 K-12 science, and mathematics teachers from school districts with high enrollment of Hispanics/Latinos to attend the SACNAS conference.

During FY 2000, NOAA exhibited at several national conferences/conventions to provide information to students, and professionals about NOAA's services, products, and employment opportunities. The purpose of attending the conferences/conventions was to solicit applications for NOAA positions, and to market NOAA as an "employer of choice".

The conferences included the Society for the Advancement of Chicanos and Native Americans in Science Conference (October 1999), Hispanic Association of Colleges and Universities (November 1999), The Society of Professional Engineers (January 2000), National Hispanic Sustainable Energy and Environment Conference (April 2000), League of United Latin American Citizens Annual Convention (June 2000), National IMAGE Conference (June 2000),

U.S. Hispanic Leadership Conference (September 2000), Blacks in Government (August 2000), and American Indian in Science and Engineering Society Training Conference (November 2000). Vacancy announcements were also distributed to the National Association of Hispanic Masters of Business Administration (MBAs), the Society of Hispanic Professional Engineers, the National Association of Hispanic Federal Executives, and the publications of Hispanics in Science and Engineering and Hispanic Business. In addition, NOAA vacancy announcements were listed in the Denver Noticiero, a compilation of positions in the Denver metropolitan area.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FY 2000

PROGRAM ELEMENT:
Work Force

PROBLEM/BARRIER STATEMENT:
There is an absence of minority Schedule "C" and non-career SES Appointments.

OBJECTIVE:
To provide a representative workforce in Schedule C and non-career SES appointments

RESPONSIBLE OFFICIAL: Under Secretary, NOAA

TARGET DATE: FY 2000 and continuing

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
1. Determine PATCO goals, advise managers and supervisors of representation of women and minorities, and request assistance with meeting those requirements.	Under Secretary, NOAA	9/30/01

REPORT ON ACCOMPLISHMENT OF OBJECTIVE

NOAA continued its efforts to focus on the recruitment of minorities and women for non-career positions. During FY 2000, there were no Schedule "C" or non-career SES appointments made. However, when opportunities arise, every effort will be made to recruit minorities and women for these positions.

III. NOTEWORTHY ACTIVITIES/INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

Highlighted below are special initiatives, as well as activities that NOAA participated in during FY 2000, for improving employment, and advancement opportunities for minorities and women.

NOAA GRADUATE SCIENTISTS PROGRAM

The NOAA Graduate Scientist Program was originally established in 1976, to assist NOAA in attracting, and developing professional employees who would receive undergraduate or graduate level education and/or on-the-job training in a scientific discipline to meet present, and future staffing needs. The centrally funded program was open to NOAA employees, and outside candidates (GS-5 and above) who possessed a Bachelor's or Master's degree in mathematics or science, but lacked the specific scientific training required for one of NOAA's mission-related occupations.

Between 1976, and 1984, there were approximately 174 participants in the program. In fact, there are several employees in NOAA who were participants in the program, and are currently in key executive, and management positions in the organization. Because of the success of the program, NOAA reestablished the program during FY 2000.

The NOAA Graduate Scientist Program is a developmental staffing program designed to recruit women and minorities into scientific NOAA mission-related occupations.

- The Program provides entry level employment opportunities, and career development to qualified undergraduate students who possess degrees in Engineering, Biology, Chemistry, Mathematics, Physics, Physical Science, Computer Science, or Geography.

- Students participate in a one year developmental on-the-job experience, and structured classroom training in Meteorology, Hydrology, Cartography, Oceanography, Marine/Fishery Biology, Physical Science, or Physics.

- NOAA pays the salary, full tuition, travel expenses, and housing allotment for each participant enrolled at an identified college/university.

During FY 2000, NOAA selected five (5) students for the programs. Of the five participants, there was 1 Black female, 1 Hispanic male, 2 White females, and 1 White male.

NOAA LEADERSHIP COMPETENCIES DEVELOPMENT PROGRAM (LCDP)

The Leadership Competencies Development Program (LCDP) is part of a NOAA-wide initiative being implemented by various Line organizations to develop better leaders within NOAA through training, education, and development within and across organizational lines. It provides a framework for developing future senior leaders with NOAA-wide capability. It also fosters an environment that nurtures a shared understanding of NOAA, its mission, vision, and objectives.

The LCDP will:

- Create a stronger corporate NOAA.
- Strengthen corporate perspectives.
- Provide a broader understanding and experience of the organization as a whole.
- Enable leaders to assume broader responsibility in an increasingly complex environment.
- Expand substantive knowledge of NOAA's mission.
- Strengthen communication in and across NOAA.
- Provide an experience that allows one to value diversity in the workforce.

In light of these objectives, several of the NOAA Line Offices are pursuing initiatives with the goals of preparing NOAA employees to compete in the recruitment search to fill senior level/executive vacancies, and in the process, create better employees who possess exceptional leadership skills within the organization. The following NOAA organizations are participating in this initiative:

1999 - Office of Oceanic & Atmospheric Research (OAR)
1999 - National Environmental Satellite, Data and Information Service (NESDIS)
2000 - National Weather Service (NWS)
2000 - National Ocean Service (NOS)

2000 - National Marine Fisheries Service (NMFS)
2000 - Office of Marine and Aviation Operations

The LCDP program provides training, and a series of developmental experiences for individuals who have high potential for assuming executive level leadership responsibilities in scientific positions the organization will fill over the next three to five years. The program will be completed over an 18 to 24 month period, and includes a 360 degree analyses, individual development plans (IDPs), formal training, career broadening rotational assignments, and a formal mentoring program. Applicants must have experience at the GS-13 through GS-15 levels, and/or pay band IV and V. Cost is estimated at $15,000 per participant.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
MULTI-YEAR AFFIRMATIVE EMPLOYMENT PROGRAM PLAN UPDATE

FISCAL YEAR 2001

National Oceanic and Atmospheric Administration (NOAA)
United States Department of Commerce
NAME OF ORGANIZATION

Herbert C. Hoover Building, 14th & Constitution Avenue, N.W., Washington, DC 20230
ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY _ MOC X REGION _
COMMAND _ INSTALLATION _ HEADQUARTERS _

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 12,028

Terri L. Bell (301) 713-0500

NAME OF CONTACT PERSON PREPARING FORM TELEPHONE NUMBER

Alfred A. Corea, Director, Civil Rights Office
NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

2/28/01
SIGNATURE OF PRINCIPAL EEO OFFICIAL DATE
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEO-MD-714

for
Scott B. Gudes, Acting 3/19/01
Under Secretary for Oceans and Atmosphere
NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEO-MD-714

ANTICIPATED HIRES

According to the Department of Commerce, Office of Civil Rights' instructions for preparing the FY 2000 Affirmative Employment Program Plan Accomplishment Report and FY 2001 Plan Update for Minorities and Women, dated September 18, 2000, NOAA is required to report the total anticipated FY 2001 hires.

The NOAA Human Resources Management Office projects a total of 700 hires in FY 2001.

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT:
Recruitment and Hiring

PROBLEM/BARRIER STATEMENT:
Minorities and Women are not adequately represented in NOAA's mission-related occupations.

OBJECTIVE:
To improve the representation of minorities and women in NOAA's mission-related occupations.

RESPONSIBLE OFFICIALS: See Below.

TARGET DATE: FY 2000 and Continuing

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
1. Conduct targeted recruitment activities for underrepresented EEO groups in NOAA's mission-related occupations. ***(Please Note: the EEO groups identified are severely underrepresented in these occupations)**	All Line/Staff/Program Office Directors; Human Resources Management Office (Headquarters)	9/30/01
2. Identify recruitment sources (minority and women organizations, educational institutions) which can provide applicants for job opportunities.	Line Office EEO Program Managers; HRMO Staff	9/30/01
3. Attend and participate in career fairs, recruitment opportunities other outreach, and community activities. HRMO Staff will solicit candidates for positions.	Line Office EEO Program Managers; HRMO Staff	9/30/01

4. Develop recruitment literature which reflects the diversity of NOAA, and identifies career opportunities.	Human Resources Management Office	9/30/01

*Severely underrepresented (absent) EEO groups have been identified in each mission-related occupation.

FISHERY BIOLOGIST (482)
Target recruitment activities for *American Indian/Alaskan Native women.

GENERAL ENGINEERING (800)
Target recruitment activities for *Hispanic women, *Asian American/Pacific Islander women, *American Indian/Alaskan Native women.

ELECTRONICS ENGINEERING (855)
Target recruitment activities for *Hispanic women, *American Indian/Alaskan Native women.

GENERAL PHYSICAL SCIENTIST (1301)
Targeted recruitment activities for *American Indian/Alaskan Native women.

HYDROLOGIST (1315)
Target recruitment activities for *Asian American/Pacific Islander women, *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

METEOROLOGIST (1340)
No EEO groups are severely underrepresented in this occupation.

OCEANOGRAPHER (1360)
Target recruitment activities for *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

CARTOGRAPHER (1370)
Target recruitment activities for *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

COMPUTER SPECIALIST (334)
Targeted recruitment activities for *American Indian/Alaskan Native women.

ELECTRONICS TECHNICIAN (856)
Target recruitment activities for *Hispanic women, *American Indian/Alaskan Native women.

METEOROLOGICAL TECHNICIAN (1341)
Target recruitment activities for *American Indian/Alaskan Native women.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
MULTI-YEAR AFFIRMATIVE EMPLOYMENT PROGRAM PLAN UPDATE

FISCAL YEAR 2001

PROGRAM ELEMENT:
Recruitment and Hiring

PROBLEM/BARRIER STATEMENT:
Minorities and Women are not adequately represented at the GS/GM 13-15 grade levels in NOAA's mission related occupations.

OBJECTIVE:
To improve the representation of Minorities and women at the GS/GM 13-15 grade levels in NOAA's mission-related occupations

RESPONSIBLE OFFICIALS: See Below.

TARGET DATE: FY 2000 and Continuing

ACTION ITEMS	RESPONSIBLE OFFICIALS	TARGET DATE
1. Conduct targeted recruitment activities for underrepresented EEO groups at the GS/GM 13-15 grade levels in our mission-related occupations. ***(Please note: the EEO groups identified are severely underrepresented in these occupations.)**	Assistant Administrators; Directors, Human Resources Management Offices; Headquarters and ASCs	9/30/01
2. Provide mid-level training opportunities to employees at the GS-12 grade level in mission-related occupations.	Assistant Administrators	9/30/01
3. Participate in graduate and post-graduate intern programs to develop a diverse pool of candidates for mission-related occupations.	Assistant Administrators; Directors, Human Resources Management Offices	9/30/01

* SEVERELY UNDEREPRESENTED EEO GROUPS

FISHERY BIOLOGIST (482)
Target recruitment activities for *Black women, *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

GENERAL ENGINEERING (800)
Target recruitment activities for *Hispanic women, *Asian American/Pacific Islander women, *American Indian/Alaskan Native men, *Alaskan Native/American Indian women.

ELECTRONICS ENGINEERING (855)
Target recruitment activities for *Hispanic women, *Asian American/Pacific Islander women, *American Indian/Alaskan Native women.

GENERAL PHYSICAL SCIENTIST (1301)
Targeted recruitment activities for *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

HYDROLOGIST (1315)
Target recruitment activities for *Hispanic women, *Asian American/Pacific Islander women, *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

METEOROLOGIST (1340)
No EEO groups are severely underrepresented in this occupation.

OCEANOGRAPHER (1360)
Target recruitment activities for *Asian American/Pacific Islander men, *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

CARTOGRAPHER (1370)
Target recruitment activities for *Asian American/Pacific Islander men, *Asian American/Pacific Islander women, *American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

COMPUTER SPECIALIST (334)
Targeted recruitment activities for *American Indian/Alaskan Native women.

ELECTRONICS TECHNICIAN (856)
Target recruitment activities for *White women, *Black women, *Hispanic women, *Asian American/Pacific Islander men, *Asian American/Pacific Islander women, *American Indian/Alaskan Native women.

METEOROLOGICAL TECHNICIAN (1341)
Target recruitment activities for *White women, *Black men, *Black women, *Hispanic men, *Hispanic women, *Asian American/Pacific Islander men, *Asian American/Pacific Islander women, American Indian/Alaskan Native men, *American Indian/Alaskan Native women.

APPENDICES

FY 2000 NOAA-WIDE PERMANENT EMPLOYMENT

FY 2000 AND FY 1999 COMPARISON

FISCAL YEAR	TOTAL EMPLOYMENT		WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
FY1999	12,023	#	7552	2644	398	644	194	111	275	135	48	22
		%	62.8	22.0	3.3	5.4	1.6	0.9	2.3	1.1	0.4	0.2
FY2000	12,028	#	7480	2689	394	672	200	117	261	143	49	23
		%	62.2	22.4	3.3	5.6	1.7	1.0	2.2	1.2	0.4	0.2
		DIFFERENCE	-0.6	0.4	-0.0	0.2	0.0	0.0	-0.1	0.1	0.0	0.0
1990 Census National Civilian Labor Force (NCLF)			42.6	35.3	4.9	5.4	4.8	3.3	1.5	1.3	0.3	0.3

Appendix A

FY 2000 NOAA-WIDE ACCOMPLISHMENTS BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	FISCAL YEAR	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
PROFESSIONAL	FY 99 #	6208	4743	921	124	109	90	21	152	34	12	2
	%	100.0	76.4	14.8	2.0	1.8	1.4	0.3	2.4	0.5	0.2	0.0
	FY 00 #	6280	4753	976	123	115	93	20	147	37	14	2
	%	100.0	75.7	15.5	2.0	1.8	1.5	0.3	2.3	0.6	0.2	0.0
	% DIFFERENCE		-0.7	0.7	-0.0	0.1	0.0	-0.0	-0.1	0.0	0.0	-0.0
ADMINISTRATIVE	FY 99 #	2417	1109	790	93	226	38	33	59	56	8	5
	%	100.0	45.9	32.7	3.8	9.4	1.6	1.4	2.4	2.3	0.3	0.2
	FY 00 #	2495	1121	810	98	252	43	42	56	59	8	6
	%	100.0	44.9	32.5	3.9	10.1	1.7	1.7	2.2	2.4	0.3	0.2
	% DIFFERENCE		-1.0	-0.2	0.1	0.7	0.2	0.3	-0.2	0.0	-0.0	0.0
ADMINISTRATIVE TECHNICAL	FY 99 #	769	89	435	39	136	5	30	5	23	1	6
	%	100.0	11.6	56.6	5.1	17.7	0.7	3.9	0.7	3.0	0.1	0.8
	FY 00 #	762	101	423	36	136	4	25	5	24	1	7
	%	100.0	13.3	55.5	4.7	17.8	0.5	3.3	0.7	3.1	0.1	0.9
	% DIFFERENCE		1.7	-1.1	-0.3	0.2	-0.1	-0.6	0.0	0.2	0.0	0.1
SCIENTIFIC TECHNICAL	FY 99 #	1674	1306	152	76	25	46	5	37	6	21	1
	%	100.0	78.0	9.1	4.5	1.5	2.7	0.3	2.2	0.4	1.3	0.1
	FY 00 #	1586	1228	146	76	24	46	6	33	5	21	1
	%	100.0	77.4	9.2	4.8	1.5	2.9	0.4	2.1	0.3	1.3	0.1
	% DIFFERENCE		-0.6	0.1	0.3	0.0	0.2	0.1	-0.1	-0.0	0.1	0.0
TECHNICAL	FY 99 #	2443	1395	587	115	161	51	35	42	29	22	7
	%	100.0	57.1	24.0	4.7	6.6	2.1	1.4	1.7	1.2	0.9	0.3
	FY 00 #	2348	1329	569	112	160	50	31	38	29	22	8
	%	100.0	56.6	24.2	4.8	6.8	2.1	1.3	1.6	1.2	0.9	0.3
	% DIFFERENCE		-0.5	0.2	0.1	0.2	0.0	-0.1	-0.1	0.0	0.0	0.1
CLERICAL	FY 99 #	516	28	297	11	138	2	20	0	14	0	6
	%	100.0	5.4	57.6	2.1	26.7	0.4	3.9	0.0	2.7	0.0	1.2
	FY 00 #	478	25	275	9	129	2	21	0	12	0	5
	%	100.0	5.2	57.5	1.9	27.0	0.4	4.4	0.0	2.5	0.0	1.0
	% DIFFERENCE		-0.2	-0.0	-0.2	0.2	0.0	0.5	0.0	-0.2	0.0	-0.1
OTHER WC	FY 99 #	88	47	26	0	4	2	2	4	1	1	1
	%	100.0	53.4	29.5	0.0	4.5	2.3	2.3	4.5	1.1	1.1	1.1
	FY 00 #	102	35	38	1	10	4	3	5	5	0	1
	%	100.0	34.3	37.3	1.0	9.8	3.9	2.9	4.9	4.9	0.0	1.0
	% DIFFERENCE		-19.1	7.7	1.0	5.3	1.6	0.7	0.4	3.8	-1.1	-0.2
BLUE COLLAR	FY 99 #	351	231	22	55	6	12	0	18	1	5	1
	%	100.0	65.8	6.3	15.7	1.7	3.4	0.0	5.1	0.3	1.4	0.3
	FY 00 #	325	217	21	51	6	8	0	15	1	5	1
	%	100.0	66.8	6.5	15.7	1.8	2.5	0.0	4.6	0.3	1.5	0.3
	% DIFFERENCE		1.0	0.2	0.0	0.1	-1.0	0.0	-0.5	0.0	0.1	0.0

FY 2000 NOAA WIDE DISTRIBUTION OF EEO GROUPS AND COMPARISON BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	FISCAL YEAR	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
PROFESSIONAL	FY 00 #	6280	4753	976	123	115	93	20	147	37	14	2
	FY 00 %	100.0	75.7	15.5	2.0	1.8	1.5	0.3	2.3	0.6	0.2	0.0
NATIONAL CLF			54.7	30.0	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
ADMINISTRATIVE	FY 00 #	2495	1121	810	98	252	43	42	56	59	8	6
	FY 00 %	100.0	44.9	32.5	3.9	10.1	1.7	1.7	2.2	2.4	0.3	0.2
NATIONAL CLF			42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3
ADMINISTRATIVE TECHNICAL	FY 00 #	762	101.0	423	36	136	4	25	5	24	1	7
	FY 00 %	100.0	13.3	55.5	4.7	17.8	0.5	3.3	0.7	3.1	0.1	0.9
SCIENTIFIC TECHNICAL	FY 00 #	1586	1228	146	76	24	46	6	33	5	21	1
	FY 00 %	100.0	77.4	9.2	4.8	1.5	2.9	0.4	2.1	0.3	1.3	0.1
TECHNICAL	FY 00 #	2348	1329	569	112	160	50	31	38	29	22	8
	FY 00 %	100.0	56.6	24.2	4.8	6.8	2.1	1.3	1.6	1.2	0.9	0.3
NATIONAL CLF			36.1	42.9	3.6	6.6	3.2	3.4	1.9	1.6	0.4	0.4
CLERICAL	FY 00 #	478	25	275	9	129	2	21	0	12	0	5
	FY 00 %	100.0	5.2	57.5	1.9	27.0	0.4	4.4	0.0	2.5	0.0	1.0
NATIONAL CLF			14.0	63.4	2.8	9.6	1.7	5.2	0.8	1.9	0.1	0.5
OTHER WC	FY 00 #	102	35	38	1	10	4	3	5	5	0	1
	FY 00 %	100.0	34.3	37.3	1.0	9.8	3.9	2.9	4.9	4.9	0.0	1.0
NATIONAL CLF			67.6	11.2	9.7	3.2	4.8	1	1.2	0.3	0.9	0.2
BLUE COLLAR	FY 00 #	325	217	21	51	6	8	0	15	1	5	1
	FY 00 %	100.0	66.8	6.5	15.7	1.8	2.5	0.0	4.6	0.3	1.5	0.3
NATIONAL CLF			65.4	9.8	9.1	2.2	8.7	1.5	1.7	0.5	0.8	0.2

Appendix C

FY 1999 NOAA WIDE DISTRIBUTION OF EEO GROUPS AND COMPARISON BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	FISCAL YEAR	TOTAL EMP	WHITE		BLACK		HISPANIC		ASIAN AMER PAC ISL		AMER IND ALSKN NAT	
			M	F	M	F	M	F	M	F	M	F
PROFESSIONAL	FY 00 #	6280	4753	976	123	115	93	20	147	37	14	2
	FY 00 #	100.0	75.7	15.5	2.0	1.8	1.5	0.3	2.3	0.6	0.2	0.0
NATIONAL CLF			54.7	30	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
ADMINISTRATIVE	FY 00 #	2495	1121	810	98	252	43	42	56	59	8	6
	FY 00 #	100.0	44.9	32.5	3.9	10.1	1.7	1.7	2.2	2.4	0.3	0.2
NATIONAL CLF			42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3
TECHNICAL	FY 00 #	2064	1202	481	89	130	46	28	34	27	21	6
	FY 00 #	100.0	58.2	23.3	4.3	6.3	2.2	1.4	1.6	1.3	1.0	0.3
NATIONAL CLF			36.1	42.9	3.6	6.6	3.2	3.4	1.9	1.6	0.4	0.4
CLERICAL	FY 00 #	290	16	171	6	75	0	10	0	8	0	4
	FY 00 #	100.0	5.5	59.0	2.1	25.9	0.0	3.4	0.0	2.8	0.0	1.4
NATIONAL CLF			14.0	63.4	2.8	9.6	1.7	5.2	0.8	1.9	0.1	0.5
OTHER WC	FY 00 #	94	33	38	1	8	2	2	5	4	0	1
	FY 00 #	100.0	35.1	40.4	1.1	8.5	2.1	2.1	5.3	4.3	0.0	1.1
NATIONAL CLF			67.6	11.2	9.7	3.2	4.6	1	1.2	0.3	0.9	0.2
BLUE COLLAR	FY 00 #	325	217	21	51	6	8	0	15	1	5	1
	FY 00 #	100.0	66.8	6.5	15.7	1.8	2.5	0.0	4.6	0.3	1.5	0.3
NATIONAL CLF			65.4	9.8	9.1	2.2	8.7	1.5	1.7	0.5	0.8	0.2

FY 2000 NOAA-WIDE DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION RELATED OCCUPATIONS

OCCUPATION NAME/SERIES	FISCAL YEAR	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
FISHERY BIOLOGIST 482	FY 00 #	801	555	190	7	5	12	2	25	3	2	0
(Biological & Life Scientist)	FY 00 %	100.0	69.3	23.7	0.9	0.6	1.5	0.3	3.1	0.4	0.3	0.0
	NATIONAL CLF		50.4	34.8	1.8	1.4	1.8	1.4	3.9	3.4	0.3	0.1
GENERAL ENGINEERING* 800	FY 00 #	131	107	6	2	1	5	0	9	0	1	0
	FY 00 %	100.0	81.7	4.6	1.5	0.8	3.8	0.0	6.9	0.0	0.8	0.0
	NATIONAL CLF		77.8	7.9	2.8	0.6	2.6	0.4	6.7	0.8	0.2	0.0
ELECTRONICS ENGINEERING 855	FY 00 #	158	123	4	11	1	5	0	12	1	1	0
(Electrical & Electronics Engineers)	FY 00 %	100.0	77.8	2.5	7.0	0.6	3.2	0.0	7.6	0.6	0.6	0.0
	NATIONAL CLF		76.8	7.6	3.2	0.9	2.8	0.4	6.9	1.0	0.2	0.0
GENERAL PHYSICAL SCIENTIST 1301	FY 00 %	471	337	88	12	6	3	2	18	4	1	0
(Physical Scientist)	FY 00 %	100.0	71.5	18.7	2.5	1.3	0.6	0.4	3.8	0.8	0.2	0.0
	NATIONAL CLF		64.4	25.3	2.3	2.3	1.6	0.4	2.4	0.8	0.2	0.2
HYDROLOGIST 1315	FY 00 %	292	230	43	6	3	3	1	6	0	0	0
(Physical Scientist)	FY 00 %	100.0	78.8	14.7	2.1	1.0	1.0	0.3	2.1	0.0	0.0	0.0
	NATIONAL CLF		64.4	25.3	2.3	2.3	1.6	0.4	2.4	0.8	0.2	0.2
METEOROLOGIST 1340	FY 00 %	2625	2263	193	40	21	47	6	39	8	7	1
(Atmospheric & Space Scientist)	FY 99 %	100.0	86.2	7.4	1.5	0.8	1.8	0.2	1.5	0.3	0.3	0.0
	NATIONAL CLF		80.0	10.6	2.9	0.8	1.3	0.8	2.6	0.7	0.4	0.0

PLEASE NOTE: Occupation-specific CLF data was used to determine the underrepresentation of mission-related occupations.

* GENERAL ENGINEERING SERIES
801 - GENERAL ENGINEERING
804 - FIRE PROTECTION ENGINEERING
810 - CIVIL ENGINEERING
819 - ENVIRONMENTAL ENGINEERING
830 - MECHANICAL ENGINEERING
850 - ELECTRICAL ENGINEERING
854 - COMPUTER ENGINEERING
861 - AEROSPACE ENGINEERING

Appendix E1

FY 2000 NOAA-WIDE DISTRIBUTION OF EEO GROUPS AND COMPARISON BY MISSION RELATED OCCUPATIONS

OCCUPATION NAME/SERIES	FISCAL YEAR	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
OCEANOGRAPHER 1360	FY 00 #	236	166	40	5	5	3	1	11	5	0	0
(Physical Scientist)	FY 00 %	100.0	70.3	17.0	2.1	2.1	1.3	0.4	4.7	2.1	0.0	0.0
	NATIONAL CLF		64.4	25.3	2.3	2.3	1.6	0.4	2.4	0.8	0.2	0.2
CARTOGRAPHER 1370	FY 00 #	327	235	53	21	11	1	2	3	1	0	0
(Surveyors & Mapping Scientists)	FY 00 %	100.0	71.9	16.2	6.4	3.4	0.3	0.6	0.9	0.3	0.0	0.0
	NATIONAL CLF		85.8	6.9	1.6	0.5	2.9	0.1	1.3	0.2	0.6	0.0
COMPUTER SPECIALIST 334	FY 00 #	954	551	187	56	54	19	13	42	29	3	0
(Computer Programmers & Computer) Systems Analyst)	FY 00%	100.0	57.8	19.6	5.9	5.7	2.0	1.4	4.4	3.0	0.3	0.0
	NATIONAL CLF		57.5	25.7	3.1	2.8	2.3	1.1	4.3	2.8	0.2	0.1
ELECTRONICS TECHNICIAN 856	FY 00 #	528	453	16	23	1	18	0	8	2	7	0
(Electrical and Electronics Technician)	FY 00 %	100.0	85.8	3.0	4.4	0.2	3.4	0.0	1.5	0.4	1.3	0.0
	NATIONAL CLF		70.4	10.1	5.5	1.7	4.9	1.0	4.8	0.9	0.4	0.1
METEOROLOGICAL TECHNICIAN 1341	FY 00 #	676	525	68	22	6	22	3	16	1	13	0
(Science Technicians)	FY 00 %	100.0	77.7	10.1	3.3	0.9	3.3	0.4	2.4	0.1	1.9	0.0
	NATIONAL CLF		54.1	24.7	4.3	3.0	4.0	2.2	4.4	2.4	0.4	0.2

PLEASE NOTE: Occupation-specific CLF data was used to determine the underrepresentation of mission-related occupations.

Appendix E2

FY 2000 NOAA WIDE ACCOMPLISHMENTS
BY GRADE GROUPINGS FOR WHITE COLLAR OCCUPATIONS

GRADE RANGE	FISCAL YEAR	TOTAL EMP	WHITE		BLACK		HISPANIC		ASIAN AMER PAC ISL		AMER IND ALSKN NAT	
			M	F	M	F	M	F	M	F	M	F
GS 1-4	FY 99 #	91	34	37	3	4	0	6	3	1	1	2
	%	100.0	37.4	40.7	3.3	4.4	0.0	6.6	3.3	1.1	1.1	2.2
	FY 00#	93	24	39	4	9	1	5	4	4	1	2
	%	100.0	25.8	41.9	4.3	9.7	1.1	5.4	4.3	4.3	1.1	2.2
	% DIFFERENCE		-11.6	1.3	1.0	5.3	1.1	-1.2	1.0	3.2	-0.0	-0.0
GS 5-8	FY 99 #	1290	307	627	50	212	5	32	15	30	4	8
	%	100.0	23.8	48.6	3.9	16.4	0.4	2.5	1.2	2.3	0.3	0.6
	FY 00 #	1188	265	604	42	189	7	31	7	33	2	8
	%	100.0	22.3	50.8	3.5	15.9	0.6	2.6	0.6	2.8	0.2	0.7
	% DIFFERENCE		-1.5	2.2	-0.3	-0.5	0.2	0.1	-0.6	0.5	-0.1	0.1
GS 9-12	FY 99 #	4389	2913	859	133	184	85	28	108	51	25	3
	%	100.0	66.4	19.6	3.0	4.2	1.9	0.6	2.5	1.2	0.6	0.1
	FY 00 #	4441	2895	886	139	211	87	34	105	53	27	4
	%	100.0	65.2	20.0	3.1	4.8	2.0	0.8	2.4	1.2	0.6	0.1
	% DIFFERENCE		-1.2	0.4	0.1	0.6	0.0	0.1	-0.1	0.0	0.0	0.0
GS/GM 13-15	FY 99 #	3635	2778	478	89	100	61	12	82	24	8	3
	%	100.0	76.4	13.1	2.4	2.8	1.7	0.3	2.3	0.7	0.2	0.1
	FY 00 #	3683	2793	502	90	110	63	12	77	24	9	3
	%	100.0	75.8	13.6	2.4	3.0	1.7	0.3	2.1	0.7	0.2	0.1
	% DIFFERENCE		-0.6	0.5	-0.0	0.2	0.0	-0.0	-0.2	-0.0	0.0	-0.0
EXECUTIVE LEVELS	FY 99 #	118	89	18	3	1	1	2	2	1	1	0
	%	100.0	75.4	15.3	2.5	0.8	0.8	1.7	1.7	0.8	0.8	0.0
	FY 00 #	114	87	17	2	1	1	1	3	1	1	0
	%	100.0	76.3	14.9	1.8	0.9	0.9	0.9	2.6	0.9	0.9	0.0
	% DIFFERENCE		0.9	-0.3	-0.8	0.0	0.0	-0.8	0.9	0.0	0.0	0.0
TOTAL WHITE COLLAR	FY 99 #	9523	6121	2019	278	501	152	80	210	107	39	16
	%	100.0	64.3	21.2	2.9	5.3	1.6	0.8	2.2	1.1	0.4	0.2
	FY 00 #	9519	6064	2048	277	520	159	83	196	115	40	17
	%	100.0	63.7	21.5	2.9	5.5	1.7	0.9	2.1	1.2	0.4	0.2
	% DIFFERENCE		-0.6	0.3	-0.0	0.2	0.1	0.0	-0.1	0.1	0.0	0.0

FY 2000 NOAA WIDE
ACCOMPLISHMENTS BY BLUE COLLAR OCCUPATIONS

OCCUPATIONAL CATEGORY	FISCAL YEAR	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
WAGE GRADE	FY 99 #	116	93	5	10	0	4	0	1	0	2	1
	%	100.0	80.2	4.3	8.6	0.0	3.4	0.0	0.9	0.0	1.7	0.9
	FY 00 #	102	81	5	9	0	3	0	1	0	2	1
	%	100.0	79.4	4.9	8.8	0.0	2.9	0.0	1.0	0.0	2.0	1.0
	% DIFFERENCE		-0.8	0.6	0.2	0.0	-0.5	0.0	0.1	0.0	0.2	0.1
WAGE LEADER	FY 99 #	5	4	1	0	0	0	0	0	0	0	0
	%	100.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	FY 00 #	4	3	1	0	0	0	0	0	0	0	0
	%	100.0	75.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	% DIFFERENCE		-5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WAGE SUPERVISOR	FY 99 #	10	9.0	0	1	0	0	0	0	0	0	0
	%	100.0	90.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	FY 00 #	10	12:00	0	0	0	0	0	0	0	0	0
	%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	% DIFFERENCE		10.0	0.0	-10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WAGE MARINE	FY 99 #	165	104	10	22	1	8	0	17	0	3	3
	%	100.0	63.0	6.1	13.3	0.6	4.8	0.0	10.3	0.0	1.8	1.8
	FY 00 #	152	100	9	20	1	5	0	14	0	3	0
	%	100.0	65.8	5.9	13.2	0.7	3.3	0.0	9.2	0.0	2.0	0.0
	% DIFFERENCE		2.8	-0.1	-0.2	0.1	-1.6	0.0	-1.1	0.0	0.2	-1.8
SPECIAL SCHEDULE PRINTING EMPLOYEES XP	FY 99 #	45	15	5	20	4	0	0	0	1	0	0
	%	100.0	33.3	11.1	44.4	8.9	0.0	0.0	0.0	2.2	0.0	0.0
	FY 00 #	46	18	4	19	4	0	0	0	1	0	0
	%	100.0	39.1	8.7	41.3	8.7	0.0	0.0	0.0	2.2	0.0	0.0
	% DIFFERENCE		5.8	-2.4	-3.1	-0.2	0.0	0.0	0.0	-0.0	0.0	0.0
SPECIAL LEADER XL	FY 99 #	7	4	0	2	1	0	0	0	0	0	0
	%	100.0	57.1	0.0	28.6	14.3	0.0	0.0	0.0	0.0	0.0	0.0
	FY 00 #	8	3	1	3	1	0	0	0	0	0	0
	%	100.0	37.5	12.5	37.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
	% DIFFERENCE		-19.6	12.5	8.9	-1.8	0.0	0.0	0.0	0.0	0.0	0.0
SUPV SPEC SCHEDULE PRINTING EMPLOYEES XS	FY 99 #	3	2	1	0	0	0	0	0	0	0	0
	%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	FY 00 #	3	2	1	0	0	0	0	0	0	0	0
	%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	% DIFFERENCE		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL BLUE COLLAR	FY 99 #	351	231	22	55	6	12	0	18	1	5	4
	%	100.0	65.8	6.3	15.7	1.7	3.4	0.0	5.1	0.3	1.4	1.1
	FY 00 #	325	217	21	51	6	8	0	15	1	5	1
	%	100.0	66.8	6.5	15.7	1.8	2.5	0.0	4.6	0.3	1.5	0.3
	% DIFFERENCE		1.0	0.2	0.0	0.1	-1.0	0.0	-0.5	0.0	0.1	-0.0

FY 2000 NOAA WIDE NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY PATCO CATEGORIES

SERIES/NAME CATEGORY	PLANNED/ ACTUAL	TOTAL EMP	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN AMER PAC ISL M	ASIAN AMER PAC ISL F	AMER IND ALSKN NAT M	AMER IND ALSKN NAT F
PROFESSIONAL	PLANNED	271	0	190	16	16	18	18	1	4	5	3
	ACTUAL	79	10	55	0	6	3	0	0	3	2	0
ADMINISTRATIVE	PLANNED	41	0	10	9	4	6	4	0	4	1	0
	ACTUAL	81	12	20	5	26	5	9	0	3	0	1
TECHNICAL	PLANNED	41	0	12	9	0	4	7	5	2	2	0
	ACTUAL	1	0	0	0	0	0	0	0	0	0	1
CLERICAL	PLANNED	38*	0	2	7	3	6	11	2	4	0	3
	ACTUAL	1	0	0	0	0	0	1	0	0	0	0
OTHER	PLANNED	2	0	0	1	0	0	0	0	1	0	0
	ACTUAL	27	0	12	1	6	2	1	1	4	0	0
BLUE COLLAR	PLANNED	8**	0	2	2	0	1	0	3	0	0	0
	ACTUAL	0	0	0	0	0	0	0	0	0	0	0
TOTAL	PLANNED	401	0	216	44	23	35	40	11	15	8	6
	ACTUAL	189	22	87	6	38	10	11	1	10	2	2
% GOAL ACHIEVEMENT		47.1	—	40.3	13.6	100.0+	28.6	27.5	9.1	66.7	25.0	33.3

* Six numerical objectives not race/sex specific

** Two numerical objectives not race/sex specific

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

GLOSSARY

Action Item: A step which has been identified to be taken towards achieving objectives documented in the Accomplishment Report of Objectives and Action Items.

Civilian Labor Force Data: People, age 16 or older, who are employed or seeking employment. These statistics exclude those in the Armed Forces. Civilian labor force data are published on a nation-wide basis, and also by locality (referred to as **Standard Metropolitan Statistical Area**).

EEO Groups: White men, White women, Black men, Black women, Hispanic men, Hispanic women, American Indian/Alaskan Native men, American Indian/Alaskan Native women, Asian American/Pacific Islander men, and Asian American/Pacific Islander women.

Employee: Either a full-time or part-time member of the agency's work force who is employed on a **permanent** basis. This term does not include those individuals hired under temporary or intermittent appointments.

Fiscal Year: The reporting period from October 1 of one year to September 30 of the following year.

Mission related occupations: These are occupations with 100 or more employees.

N.E.C.: Not elsewhere classified.

Occupational Categories: These are the major employment categories for white-collar, and wage board pay systems. They are classified into the following six groups: Professional, Administrative, Technical, Clerical, Other, and Blue-Collar (often referred to by the acronym PATCOB).

Underrepresentation: This situation occurs when an EEO group constitutes a smaller percentage for a given occupation or occupational category, in proportion to the group's percentage representation in the applicable civilian labor force. **Severe underrepresentation** manifests itself when an EEO group is absent from an employment category. (Term is synonymous with manifest imbalance)