

EQUAL EMPLOYMENT OPPORTUNITY PLAN
FISCAL YEAR 1980

U.S. NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555

Edward E. Tucker

Edward E. Tucker
Director, Office of Equal Employment Opportunity

William J. Dircks

William J. Dircks
Acting Executive Director for Operations

John F. Ahearne

John F. Ahearne
Chairman

APR 28 1980

Date

APR 28 1980

Date

May 2, 1980

Date

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INTRODUCTION

I. POLICY

The policy of the U.S. Nuclear Regulatory Commission (NRC) is to provide an equal employment opportunity to all persons regardless of race, creed, color, national origin, age, sex or handicap. This policy is in accordance with Executive Order 11478, the Equal Employment Opportunity Act of 1972 (P. L. 92-261) and implementing regulations and directives issued by the Equal Employment Opportunity Commission and the Office of Personnel Management. Figure 1 is the NRC Policy Statement on Equal Employment Opportunity and Figure 2 is the agency directive to the staff regarding EEO matters.

II. ORGANIZATION

The NRC equal employment opportunity implementing program officials are:

A. Director of Equal Employment Opportunity

The Director of Equal Employment Opportunity reports directly to the Executive Director for Operations and has the responsibility to develop and recommend to the Executive Director, overall NRC policy which will provide for equal employment opportunity in every aspect of NRC personnel practice. This includes reviewing with the Director of Organization and Personnel current employment, individual development, and employee advancement policies and practices; promoting the full realization of equal employment opportunity through a continuing affirmative action program; assuring that existing

practices prohibit discrimination based on race, creed, color, national origin, age, sex or handicap; providing advice and assistance to the Commission and to the Executive Director on the status of the equal employment opportunity and civil rights program matters; assisting the Executive Director to assure compliance with NRC and Federal policy on equal employment opportunity; serving as the focal point in the agency for EEO and civil rights interactions with outside organizations; developing contacts with local and national organizations, both public and private, which are concerned with equal opportunity and civil rights matters; developing, with the advice and assistance of the Division of Organization and Personnel, the NRC Equal Employment Opportunity Plan for the approval of the Chairman.

B. Federal Women's Program Manager

The Federal Women's Program Manager is assigned to the staff of the Director of Administration. This is a full time specialist position established when the NRC became an independent agency in 1975. The Federal Women's Program Manager is the principal advisor on the special concerns of women, and is responsible for assuring that equal employment opportunity for all female employees is an integral part of the equal employment opportunity program. The primary role assigned to the FWPM is to monitor and evaluate those items in the equal employment opportunity program which are most directly addressed toward women.

C. Director of the Division of Organization and Personnel

The Director, Division of Organization and Personnel (O&P), is on the staff of the Director, Office of Administration. The Director of O&P has an obligation to work closely with the Director of Equal Employment Opportunity in order to coordinate the development of programs, procedures and regulations; carry out the EEO program as it relates to personnel administration within the framework of the independent NRC merit system; and establish employment procedures along the guidelines and regulations issued by the Office of Personnel Management consistent with the requirements of NRC's excepted status. The Director of O&P provides for specialized assistance and staff support to the Director, Office of Administration and the Director of Equal Employment Opportunity in evaluating the program and in resolving individual and general complaints.

In cooperation with Directors of Offices, Divisions and Regional Offices, the Division of Organization and Personnel (1) evaluates job structure and employment practices, (2) participates with the Director, Management Development and Training Staff in initiating and maintaining responsive training programs, (3) performs position management studies, and (4) fosters equal opportunity throughout the management structure of the NRC. The Director manages the agency's Upward Mobility Program with the assistance of the DARE Coordinator. The Chief, Recruitment Branch, has been designated to serve as the focal point for coordination of personnel management efforts in the development and implementation of the EEO program, and serves as the contact point and provides liaison with EEO and other

NRC staff on program matters. The Chief, Recruitment Branch is also responsible for carrying out certain aspects of the Federal Equal Opportunity Recruitment Program.

Figure 3 is a copy of the Certification Statement on EEO Program Officials. Figure 4 shows the personnel profile available to carry out the equal employment opportunity program.

III. REGIONAL LOCATIONS

On August 31, 1979 the NRC workforce consisted of 2,684 full-time permanent employees, distributed among five (5) regional offices and Headquarters facilities in the Washington metropolitan area. The regional office locations and numbers of employees are:

<u>Locations</u>	<u>Number of Employees</u>
Region I, King of Prussia, Pa.	144
Region II, Atlanta, GA.	160
Region III, Glen Ellyn, Illinois	140
Region IV, Arlington, Texas	76
Region V, Walnut Creek, California	65

Since NRC regional locations do not meet the minimum requirements for submission of EEO plans in that there are fewer than 500 employees in each region, separate EEO plans are not being prepared.



OFFICE OF THE
CHAIRMAN

UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555

May 2, 1980

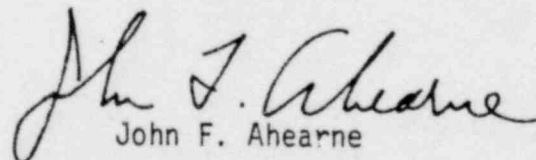
U. S. NUCLEAR REGULATORY COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT

It is the policy of the U. S. Nuclear Regulatory Commission to carry out a meaningful affirmative action program to promote equal employment opportunities in accordance with U. S. Government policy as provided in Executive Order 11478, the 1972 amendments to Title VII of the Civil Rights Act of 1964 (P.L. 92-261) and implementing regulations and directives of the U.S. Equal Employment Opportunity Commission.

To implement this policy, the U. S. Nuclear Regulatory Commission will:

1. Provide equal opportunity in Federal employment for all persons; to prohibit discrimination in employment because of race, creed, color, national origin, age, sex or handicap.
2. Achieve increased representation of minorities and women in each job category and grade in the workforce of the NRC, particularly in those areas where underrepresentation exists.
3. Ensure that equal employment opportunity applies to and is an integral part of every personnel policy and practice in the employment, development, advancement and treatment of all NRC employees.
4. Provide for the prompt, fair and impartial consideration of all complaints involving issues of discrimination from NRC employees or prospective employees.

These requirements will be enforced by the Commission and other top management officials of the U. S. Nuclear Regulatory Commission.


John F. Ahearne



OFFICE OF THE
CHAIRMAN

UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555

May 2, 1980

MEMORANDUM FOR: Office Directors
FROM: John F. Ahearne, Chairman
SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY

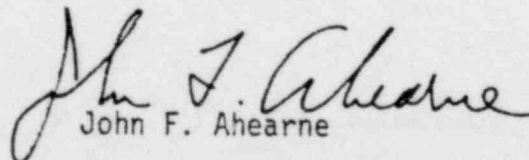
It is the policy of the Nuclear Regulatory Commission to provide equality of opportunity for all persons regardless of race, creed, color, national origin, age, sex or handicap.

In order to overcome the past effects of discrimination, special affirmative action is required at all levels of management. Our commitment to equal employment opportunity cannot be merely a "neutral" policy, but will require new innovative goal-setting programs with measurement and evaluation factors similar to other major NRC programs. We will apply affirmative action to all NRC employment practices, including recruiting, hiring, assignments, transfers, promotions, training, layoffs and terminations.

As a result of the Civil Rights Reorganization Plan No. 1 of 1978, the U.S. Equal Employment Opportunity Commission (EEOC) has been assigned overall authority to enforce Congressional directives for equal employment opportunity through requirements for agency affirmative action programs under Section 717 of Title VII of the Civil Rights Act of 1964, as amended, and Executive Order 11478. In addition, the Reorganization plan gave the EEOC lead coordinating responsibility for all Federal EEO programs and authorities. The EEOC has established that Fiscal Year 1980 will be a transition year designed to introduce a systematic approach to affirmative action planning and program development. This will be a results-oriented process, with emphasis on quantifiable programs.

The Director of the Office of EEO with the assistance of the Division of Organization and Personnel has lead responsibility for these efforts. All levels of management, however, share this responsibility and will be held accountable for advancement of the agency's affirmative action goals. Management performance will be evaluated on these, as on other major agency goals.

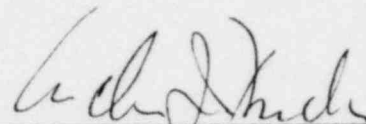
The Commission expects your full cooperation in order that we may continue to promote an effective EEO program in the NRC.


John F. Ahearne

CERTIFICATION OF QUALIFICATIONS OF PRINCIPAL EEO OFFICIALS

I certify that the qualifications of all staff officials, full-time or part-time, concerned with administration of the EEO Program, including the Director of Equal Employment Opportunity, EEO Officers, and Federal Women's Program Managers have been reviewed by competent authority and the incumbents of these positions meet the standards outlined in Qualifications Standards Handbook X-118 under "Equal Opportunity Specialist GS-160" or "Qualifications Guide for Collateral Assignments Involving Equal Employment Opportunity Duties." Evidence that the review has been made and its findings are on file and available for review by EEOC officials.

I further certify that the provisions of FPM Letter 713-37, Documenting EEO Collateral Duties in Official Positions Descriptions have been met.



William J. Dircks
Acting Executive Director for Operations

APR 28 1980

Date

NUCLEAR REGULATORY COMMISSION FULL-TIME PERMANENT

PERSONNEL PROFILE

AS of March 14, 1980

OFFICE	GRADE	WHITE		BLACK		HISPANIC		ASIAN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
PERSONNEL	GG-16	1	0	0	0	0	0	0	0	
	GG-15	5	1	0	0	0	0	0	0	
	GG-14	4	0	0	0	1	0	0	0	
	GG-13	1	2	0	1	0	0	0	0	
	GG-12	2	1	0	1	0	0	0	0	
	GG-11	0	2	0	0	0	0	0	0	
	GG-09	0	1	0	2	0	0	0	1	
	GG-08	0	1	0	0	0	0	0	0	
	GG-07	0	2	0	3	0	0	0	0	
	GG-06	0	1	0	1	0	0	0	0	
	GG-05	1	0	0	0	0	0	0	0	
	GG-04	0	1	0	2	0	0	0	0	
	EEO	GG-15	0	0	1	0	0	0	0	0
		GG-12	0	0	0	1	0	0	0	0
GG-07		0	1	0	0	0	0	0	0	
FNPM	GG-14	0	1	0	0	0	0	0	0	

STEP A - WORKFORCE PROFILE AS OF AUGUST 31, 1979

The agency's entire workforce has been reviewed by grade level and pay systems. However, only the 20 most populous occupations have been analyzed in detail. In doing this review, the agency was able to identify the grade levels of underrepresentation and the six most populous occupations for affirmative action planning (see Figure 5 and 6). Grade levels of underrepresentation are:

<u>GROUP</u>	<u>WOMEN</u>	<u>MEN</u>
White	12+	2-11
Black	11+	2,4-10,12,14+
Hispanic	2,3,5-9,11+	2-4+
Asian/Pacific Islander	2-6,8,10,12+	2-8,10,16,18
Native Americans	2-4,6+	2-13,15+

The six occupations identified for Affirmative Action Planning are:

- 00840 (P) - Nuclear Engineering
- 01306 (P) - Health Physics
- 00905 (P) - General Attorney
- 00301 (A) - General Administrative
- 00080 (A) - Security Administration
- 00345 (A) - Program Analysis

WORK FORCE ANALYSIS

AGENCYWIDE

08/31/79

Pay System & Grade	Total Number of Employees	MALES						FEMALES					
		White # (%)	Black # (%)	Hispanic # (%)	A/PI # (%)	Native American # (%)	Total Males # (%)	White # (%)	Black # (%)	Hispanic # (%)	A/PI # (%)	Native American # (%)	Total Women # (%)
WB	11	2 (18.2)	9 (81.8)	0	0	0	11 (100)	0	0	0	0	0	0
AD (Cler)	1	0	0	0	0	0	0	1 (100)	0	0	0	0	1 (100)
GS-02	7	0	0	0	0	0	0	6 (85.7)	1 (14.2)	0	0	0	1 (100)
GS-03	16	0	2 (12.5)	1 (6.2)	0	0	3 (18.7)	10 (62.5)	3 (18.7)	0	0	0	13 (81.2)
GS-04	40	5 (12.5)	0	1 (2.5)	0	0	6 (15.0)	20 (50.0)	13 (32.5)	1 (2.5)	0	0	34 (85.0)
GS-05	110	7 (6.3)	2 (1.8)	0	0	0	9 (8.1)	69 (62.7)	30 (27.3)	1 (0.9)	0	1 (0.9)	101 (91.8)
GS-06	178	10 (5.6)	4 (2.2)	0	0	0	14 (7.8)	126 (70.8)	35 (19.6)	3 (1.7)	0	0	164 (92.1)
GS-07	156	15 (9.6)	3 (1.9)	1 (0.6)	0	0	19 (12.2)	106 (67.9)	29 (18.6)	0	2 (1.2)	0	137 (87.8)
GS-08	66	4 (6.0)	3 (4.5)	0	0	0	7 (10.6)	48 (72.7)	11 (16.6)	0	0	0	59 (89.4)
GS-09	121	25 (20.6)	5 (4.3)	2 (1.6)	1 (0.8)	0	33 (27.2)	76 (62.8)	10 (8.2)	0	2 (1.6)	0	88 (72.7)
GS-10	12	2 (16.6)	0	0	0	0	2 (16.6)	9 (75.0)	0	1 (8.3)	0	0	10 (83.3)
GS-11	138	64 (46.4)	10 (7.2)	1 (0.7)	5 (3.6)	0	80 (57.9)	44 (31.8)	11 (8.0)	1 (0.7)	2 (1.4)	0	58 (42.0)
GS-12	197	129 (65.5)	7 (3.5)	5 (2.5)	4 (2.0)	0	145 (73.6)	43 (21.8)	7 (3.5)	2 (1.0)	0	0	52 (26.4)
GS-13	331	261 (78.8)	18 (5.4)	5 (1.5)	10 (3.0)	0	294 (88.8)	29 (8.7)	7 (2.1)	0	1 (0.3)	0	37 (11.1)
GS-14	592	521 (88.0)	12 (2.0)	7 (1.2)	31 (5.2)	1 (0.2)	572 (96.6)	18 (3.0)	2 (0.3)	0	0	0	20 (3.4)
GS-15	480	447 (93.1)	11 (2.3)	4 (0.8)	9 (1.9)	0	471 (98.1)	9 (1.8)	0	0	0	0	9 (1.8)
GS-16	123	120 (97.5)	1 (0.8)	0	0	0	121 (98.4)	2 (1.6)	0	0	0	0	2 (1.6)
GS-17	58	54 (93.1)	0	0	2 (3.4)	0	56 (96.5)	2 (3.4)	0	0	0	0	2 (3.4)
GS-18	22	22 (100)	0	0	0	0	22 (100)	0	0	0	0	0	0
AD (Prof)	2	1 (50.0)	0	0	0	0	1 (50.0)	1 (50.0)	0	0	0	0	1 (50.0)
ST	9	9 (100)	0	0	0	0	9 (100)	0	0	0	0	0	0
EX	14	14 (100)	0	0	0	0	14 (100)	0	0	0	0	0	0

DISTRIBUTION OF RACE, SEX, NATIONAL ORIGIN IN THE
 TWENTY MOST POPULOUS SERIES
 08/31/79

Occup. Series	Total Number of Employees	MALES						FEMALES					
		White # (%)	Black # (%)	Hispanic # (%)	A/PI # (%)	Native American # (%)	Total Males # (%)	White # (%)	Black # (%)	Hispanic # (%)	A/PI # (%)	Native American # (%)	Total Women # (%)
00840	800	738 (92.2)	13 (1.6)	13 (1.6)	24 (3.0)	0	788 (98.5)	11 (1.4)	0	0	1 (0.1)	0	12 (1.5)
00318	321	0	0	0	0	0	0	273 (85.5)	42 (13.1)	3 (0.9)	2 (0.6)	1 (0.3)	321 (100)
01306	194	164 (84.5)	8 (4.1)	1 (0.5)	4 (2.1)	0	177 (91.2)	15 (7.7)	0	0	2 (1.0)	0	17 (8.7)
00301(A)	111	43 (38.7)	5 (4.5)	0	1 (0.9)	0	49 (44.1)	46 (41.4)	15 (13.5)	1 (0.9)	0	0	62 (55.9)
00905	102	83 (81.4)	3 (2.9)	0	0	0	86 (84.3)	16 (15.7)	0	0	0	0	16 (15.7)
00301(C)	87	17 (19.5)	9 (10.3)	2 (2.3)	0	0	28 (32.2)	34 (39.1)	25 (28.7)	0	0	0	59 (67.8)
0008J	82	66 (80.5)	7 (8.5)	0	0	0	73 (89.0)	9 (11.0)	0	0	0	0	9 (11.0)
00801	66	57 (86.3)	1 (1.5)	2 (3.0)	2 (3.0)	0	62 (93.9)	4 (6.1)	0	0	0	0	4 (6.1)
00322	54	1 (1.8)	0	0	0	0	1 (1.8)	38 (70.4)	15 (27.8)	0	0	0	53 (98.4)
00345	53	38 (71.7)	2 (3.8)	0	0	1 (1.9)	41 (77.4)	10 (18.9)	1 (1.9)	1 (1.9)	0	0	12 (27.6)
00830	49	33 (67.3)	1 (2.0)	1 (2.0)	14 (28.6)	0	49 (100)	0	0	0	0	0	0
01301	43	39 (90.7)	0	0	2 (4.6)	0	41 (95.3)	0	0	2 (4.6)	0	0	2 (4.6)
00510	36	26 (72.2)	2 (5.6)	0	1 (2.8)	0	29 (80.6)	4 (11.1)	3 (8.3)	0	0	0	7 (19.4)
00810	36	25 (69.4)	0	1 (2.8)	9 (25.0)	0	35 (97.2)	1 (2.8)	0	0	0	0	1 (2.8)
00343	36	20 (55.6)	2 (5.6)	0	0	0	22 (61.1)	10 (27.8)	3 (8.3)	0	1 (2.8)	0	14 (38.9)
00334	32	17 (53.1)	3 (9.4)	1 (3.1)	0	0	21 (65.6)	10 (31.2)	1 (3.1)	0	0	0	11 (34.4)
00305	30	6 (20.0)	4 (13.3)	0	0	0	10 (33.3)	8 (26.7)	12 (40.0)	0	0	0	20 (66.7)
01102(A)	28	13 (46.4)	5 (17.8)	0	0	0	18 (64.3)	9 (32.1)	1 (3.6)	0	0	0	10 (35.7)
01515	25	21 (84.0)	2 (8.0)	0	1 (4.0)	0	24 (96.0)	1 (4.0)	0	0	0	0	1 (4.0)
00340	23	23 (100)	0	0	0	0	23 (100)	0	0	0	0	0	0

CURRENT WORKFORCE DISPERSION
FOR POPULOUS OCCUPATIONS
BY GRADE OR PAY LEVEL

Figure 7.

OCCUPATION: 00840 - NUCLEAR ENGINEERING

TARGETED FOR PHASE I: _____

TARGETED FOR PHASE II: _____

GRADE	TOTAL		WHITE		BLACK		HISPANIC		A/PI		NATIVE AMER.		TOTAL NO IN GRADE
	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	
GS-07	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
GS-09	7(78)	2(28)	4(44)	2(28)	1(11)	-	1(11)	-	1(11)	-	-	-	9
GS-11	20(83)	4(17)	13(54)	3(12)	2(8)	-	1(4)	-	4(17)	1(4)	-	-	24
GS-12	60(95)	3(5)	55(91)	3(5)	1(2)	-	3(5)	-	1(2)	-	-	-	63
GS-13	112(99)	1(.9)	103(91)	1(.9)	2(2)	-	2(2)	-	5(4)	-	-	-	113
GS-14	285(100)	-	268(94)	-	3(1)	-	3(1)	-	11(4)	-	-	-	285
GS-15	219(99)	1(.5)	210(95)	1(.5)	4(2)	-	3(1)	-	2(.9)	-	-	-	220
GS-16	48(100)	-	48(100)	-	-	-	-	-	-	-	-	-	48
GS-17	27(100)	-	27(100)	-	-	-	-	-	-	-	-	-	27
GS-18	4(100)	-	4(100)	-	-	-	-	-	-	-	-	-	4
AD	-	1(100)	-	1(100)	-	-	-	-	-	-	-	-	1
S&T	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
EXEC	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
TOTAL	788(98)	12(2)	738(92)	11(1)	13(2)	-	13(2)	-	24(3)	1(.1)	-	-	800

Our analysis reflects that as the grade level increases, the proportion of women employed at each grade level decreases. For example, women represent about 90.4% of the GS 5 to 8 positions, whereas they represent less than 4% of the SES management positions. Also minority males represent an insignificant percent of the SES level position within NRC. There are fewer women employed as professionals as compared to those employed as clerical or non-professional. On the other hand, there are more men employed as professionals than those employed as clerical or non-professional. The same holds true for minority women and men.

Figures 7 through 12 comprise the statistical analysis of the six most populous occupations. Figure 13 indicates a lack of women and minority managers virtually across the board in the populous occupations. Only the administrative occupation show any women managers. Supervisory representation is somewhat better with women in the administrative and program analysis areas. Only one Black male was identified as a manager in the security administration area; however, there were Black and Asian/Pacific Islander men supervisors in the administrative and program analysis areas.

CURRENT WORKFORCE DISPERSION
FOR POPULOUS OCCUPATIONS
BY GRADE OR PAY LEVEL

Figure 8.

OCCUPATION: 01306 - HEALTH PHYSICS

TARGETED FOR PHASE I: _____

TARGETED FOR PHASE II: _____

GRADE	TOTAL		WHITE		BLACK		HISPANIC		A/PI		NATIVE AMER.		TOTAL IN GRADE
	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	
GS-07	-	4(100)	-	4(100)	-	-	-	-	-	-	-	-	4
GS-09	2(50)	2(50)	2(50)	2(50)	-	-	-	-	-	-	-	-	4
GS-11	12(92)	1(8)	11(84)	-	1(8)	-	-	-	-	1(8)	-	-	13
GS-12	22(85)	4(15)	19(73)	4(15)	2(8)	-	-	-	1(4)	-	-	-	26
GS-13	48(96)	2(4)	43(86)	1(2)	3(8)	-	1(2)	-	1(2)	1(2)	-	-	50
GS-14	51(94)	3(5)	48(89)	3(5)	1(2)	-	-	-	2(8)	-	-	-	54
GS-15	33(97)	1(3)	32(94)	1(3)	1(3)	-	-	-	-	-	-	-	34
GS-16	6(100)	-	6(100)	-	-	-	-	-	-	-	-	-	6
GS-17	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
GS-18	1(100)	-	1(100)	-	-	-	-	-	-	-	-	-	1
TOTAL	177(91)	17(9)	164(84)	15(8)	8(4)	-	1(.5)	-	4(2)	2(1)	-	-	194

CURRENT WORKFORCE DISPERSION
FOR POPULOUS OCCUPATIONS
BY GRADE OR PAY LEVEL

Figure 10.

OCCUPATION: 00310 - GENERAL ADMINISTRATIVE
TARGETED FOR PHASE I: _____
TARGETED FOR PHASE II: _____

GRADE	TOTAL		WHITE		BLACK		HISPANIC		A/PI		NATIVE AMER.		TOTAL N IN GRAD
	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	
GS-09	4(16)	21(84)	4(16)	18(72)	-	3(12)	-	-	-	-	-	-	25
GS-10	1(50)	1(50)	1(50)	-	-	-	-	1(50)	-	-	-	-	2
GS-11	7(28)	18(72)	6(24)	13(52)	1(4)	5(20)	-	-	-	-	-	-	25
GS-12	5(28)	13(72)	5(28)	9(50)	-	4(22)	-	-	-	-	-	-	18
GS-13	7(58)	5(42)	4(33)	2(17)	3(25)	3(25)	-	-	-	-	-	-	12
GS-14	8(80)	2(20)	7(70)	2(20)	1(10)	-	-	-	-	-	-	-	10
GS-15	8(89)	1(11)	7(78)	1(11)	-	-	-	-	1(11)	-	-	-	9
GS-16	6(100)	-	6(100)	-	-	-	-	-	-	-	-	-	6
GS-17	1(50)	1(50)	1(50)	1(50)	-	-	-	-	-	-	-	-	2
GS-18	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
TOTAL	49(44)	62(56)	43(39)	46(41)	5(5)	15(13)	-	1(.9)	1(.9)	-	-	-	111

CURRENT WORKFORCE DISPERSION
FOR POPULOUS OCCUPATIONS
BY GRADE OR PAY LEVEL

Figure 12.

OCCUPATION: 00345 - PROGRAM ANALYSIS

TARGETED FOR PHASE I: _____

TARGETED FOR PHASE II: _____

GRADE	TOTAL		WHITE		BLACK		HISPANIC		A/PI		NATIVE AMER.		TOTAL IN GRADE
	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	MALE #(%)	FEMALE #(%)	
GS-08	1(100)	-	1(100)	-	-	-	-	-	-	-	-	-	1
GS-09	1(50)	1(50)	1(50)	1(50)	-	-	-	-	-	-	-	-	2
GS-11	-	4(100)	-	3(75)	-	-	-	1(25)	-	-	-	-	4
GS-12	1(33)	2(66)	1(33)	2(66)	-	-	-	-	-	-	-	-	3
GS-13	2(100)	-	2(100)	-	-	-	-	-	-	-	-	-	2
GS-14	8(61)	5(38)	7(54)	4(31)	-	1(8)	-	-	-	-	1(8)	-	13
GS-15	23(100)	-	21(91)	-	2(9)	-	-	-	-	-	-	-	23
GS-16	4(100)	-	4(100)	-	-	-	-	-	-	-	-	-	4
GS-17	1(100)	-	1(100)	-	-	-	-	-	-	-	-	-	1
TOTAL	41(77)	12(28)	38(72)	10(19)	2(4)	1(2)	-	1(2)	-	-	1(2)	-	53

Current Work Force Dispersion for Populous
Occupations by Level of Authority

Occupations: 0840, 1306, 0905, 0301, 0080, 0345

Targeted for Phase I:

Targeted for Phase II:

Occupation & Level of Authority	Total	Total		White				Black				Hispanic				Asian American/ Pacific Islander		American Indian Alaska Native					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
0840	800																						
M		53	6.6	-	-	53	6.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
S		116	14.5	1	.1	113	14.1	1	.1	2	.3	-	-	-	-	1	.1	-	-	-	-	-	-
O		619	77.4	11	1.4	572	71.5	10	1.3	11	1.4	-	-	15	1.6	-	-	23	2.9	1	.1	-	-
1306	194																						
M		7	3.6	-	-	7	3.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
S		24	12.4	-	-	22	11.3	-	-	1	.5	-	-	-	-	1	.5	-	-	-	-	-	-
O		146	75.2	17	8.8	135	69.6	15	7.7	7	3.6	-	-	1	.5	-	-	3	1.5	2	1.0	-	-
0905	102																						
M		14	13.7	-	-	14	13.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
S		5	4.9	-	-	5	4.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O		67	65.7	16	15.7	64	62.7	16	15.7	3	2.9	-	-	-	-	-	-	-	-	-	-	-	-
0301	198																						
M		6	3.0	2	1.0	6	3.0	2	1.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
S		13	6.6	15	7.6	12	6.1	7	3.5	1	.5	8	4.0	-	-	-	-	-	-	-	-	-	-
O		58	29.3	104	52.5	42	21.2	71	35.9	13	6.6	32	16.2	2	1.0	1	.5	1	.5	-	-	-	-
0080	82																						
M		7	8.5	-	-	6	7.3	-	-	1	1.2	-	-	-	-	-	-	-	-	-	-	-	-
S		13	15.9	-	-	13	15.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O		53	64.6	9	11.0	47	57.3	9	11.0	6	7.3	-	-	-	-	-	-	-	-	-	-	-	-
0345	53																						
M		3	5.7	-	-	3	5.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
S		8	15.1	1	1.9	7	13.2	1	1.9	1	1.9	-	-	-	-	-	-	-	-	-	-	-	-
O		30	56.6	11	20.7	28	52.8	9	17.0	1	1.9	1	1.9	-	-	1	1.9	-	-	-	-	1	1.9
TOTALS	1429	1242	86.9	187	13.1	1149	80.4	141	9.9	47	3.3	41	2.9	16	1.1	2	.1	29	2.0	3	.2	1	.07

M = Manager
S = Supervisor
O = Other

POOR ORIGINAL

STEP B - DETERMINATION OF UNDERREPRESENTATION

The percentage of each group in the overall national civilian laborforce was used to determine underrepresentation. This approach is consistent with our national recruitment efforts and the preparation of the plan on an agency-wide basis since there are fewer than 500 employees in each of the regional offices.

In determining the degree of underrepresentation for the six most populous occupations, underrepresentation was not found in the following areas:

<u>OCCUPATION</u>	<u>MALE</u>	<u>FEMALE</u>
Nuclear Engineering	Hispanic Asian/Pacific Islander	
Health Physics	Black Asian/Pacific Islander	Asian/Pacific Islander
General Administrative	Asian/Pacific Islander	White Black
Security Administration	Black	
Program Analysis	Native American	Hispanic

As you will note in Figures 14 through 19, overrepresentation exist in many areas for some groups; i.e., Asian/Pacific Islander men in nuclear engineering; Asian/Pacific Islander men and women and Black men in health physics; White and Black women in the administrative category; and Native American men in program analysis.

Figure 20 shows the vacancy projections for the six most populous occupations.

DETERMINATION OF UNDERREPRESENTATION

Figure 14.

PROFESSIONAL OCCUPATION	% OF GROUP IN OCCUPA. (a)	% OF GROUP IN PROFESSIONAL CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left(\frac{(a)}{(b)} \times 100 = UI \right)$	UNDER-REPRESENTATION (UR) $(100 - UI = UR)$	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
00840-- NUC. ENGR.						
All Women	1.5	34.6	$\frac{1.5}{34.6} \times 100 = 4$	$100 - 4 = 96$	12	276
Black	-	3.1	-	100	0	25
Hispanic	-	.9	-	100	0	7
Native Am.	-	.1	-	100	0	1
A/PI	.1	.3	$\frac{.1}{.3} \times 100 = 33$	$100 - 33 = 67$	1	3
Black Men	1.6	3.4	$\frac{1.6}{3.4} \times 100 = 47$	$100 - 47 = 53$	13	27
Hispanic Men	1.6	1.6	$\frac{1.6}{1.6} \times 100 = 100$	Equal Rep.	13	13
Native Am. Men	0	.1	-	100	0	1
A/PI Men	3.0	1.8	$\frac{3.0}{1.8} \times 100 = 167$	Over Rep.	24	14

DETERMINATION OF UNDERREPRESENTATION

Figure 15.

PROFESSIONAL OCCUPATION	% OF GROUP IN OCCUPA. (a)	% OF GROUP IN PROFESSIONAL CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left(\frac{(a)}{(b)} \times 100 = UI \right)$	UNDER-REPRESENTATION (UR) (100 - UI = UR)	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
01306 - HEALTH PHYSICS						
All Women	8.7	34.6	$\frac{8.7}{34.6} \times 100 = 25$	100 - 25 = 75	17	67
Black	-	3.1	-	100	0	6
Hispanic	-	.9	-	100	0	2
Native Amer.	-	.1	-	100	0	1
A/PI	1.0	.3	$\frac{1.0}{.3} \times 100 = 333$	Over	2	1
Black Men	4.1	3.4	$\frac{4.1}{3.4} \times 100 = 121$	Over	8	6
Hispanic Men	.5	1.6	$\frac{.5}{1.6} \times 100 = 31$	100 - 31 = 69	1	3
Native Amer. Men	-	.1	-	100	0	1
A/PI Men	2.1	1.8	$\frac{2.1}{1.8} \times 100 = 117$	Over	4	3

DETERMINATION OF UNDERREPRESENTATION

Figure 16.

PROFESSIONAL OCCUPATION	% OF GROUP IN OCCUPA. (a)	% OF GROUP IN PROFESSIONAL CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left\{ \frac{(a)}{(b)} \times 100 = UI \right\}$	UNDER-REPRESENTATION (UR) (100 - UI = UR)	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
00905 - ATTORNEY						
All Women	15.7	34.6	$\frac{15.7}{34.6} \times 100 = 45$	100 - 45 = 55	16	35
Black	-	3.1	-	100	0	3
Hispanic	-	.9	-	100	0	1
Native Amer.	-	.1	-	100	0	1
A/PI	-	.3	-	100	0	1
Black Men	2.9	3.4	$\frac{2.9}{3.4} \times 100 = 85$	100 - 85 = 15	3	4
Hispanic Men	-	1.6	-	100	0	2
Native Amer. Men	-	.1	-	100	0	1
A/PI Men	-	1.8	-	100	0	2

DETERMINATION OF UNDERREPRESENTATION

Figure 17.

ADMINISTRATIVE OCCUPATION	% OF GROUP IN OCCUP. (a)	% OF GROUP IN CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left(\frac{(a)}{(b)} \times 100 = UI\right)$	UNDER-REPRESENTATION (UR) $(100 - UI = UR)$	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
00301 - GENERAL ADMIN.						
All Women	55.9	41.7	$\frac{55.9}{41.7} \times 100 = 134$	Over	62	46
Black	13.5	4.8	$\frac{13.5}{4.8} \times 100 = 281$	Over	15	5
Hispanic	.9	1.9	$\frac{.9}{1.9} \times 100 = 47$	$100 - 47 = 53$	1	2
Native Amer.	-	.2	-	100	0	1
A/PI	-	.6	-	100	0	1
Black Men	4.5	5.3	$\frac{4.5}{5.3} \times 100 = 85$	$100 - 85 = 15$	5	6
Hispanic Men	-	2.9	-	100	0	3
Native Amer. Men	-	.2	-	100	0	1
A/PI Men	.9	.8	$\frac{.9}{.8} \times 100 = 113$	Equal Rep.	1	1

DETERMINATION OF UNDERREPRESENTATION

Figure 18.

ADMINISTRATIVE OCCUPATION	% OF GROUP IN OCCUPA. (a)	% OF GROUP IN CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left(\frac{(a)}{(b)} \times 100 = UI\right)$	UNDER-REPRESENTATION (UR) (100 - UI = UR)	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
00080 - SECURITY ADMIN.						
All Women	11.0	41.7	$\frac{11.0}{41.7} \times 100 = 26$	100 - 26 = 74	9	34
Black	-	4.8	-	100	0	4
Hispanic	-	1.9	-	100	0	2
Native Amer.	-	.2	-	100	0	1
A/PI	-	.6	-	100	0	1
Black Men	8.5	5.3	$\frac{8.5}{5.3} \times 100 = 160$	Over	7	4
Hispanic Men	-	2.9	-	100	0	3
Native Amer. Men	-	.2	-	100	0	1
A/PI Men	-	.8	-	100	0	1

DETERMINATION OF UNDERREPRESENTATION

Figure 19.

ADMINISTRATIVE OCCUPATION	% OF GROUP IN OCCUPA. (a)	% OF GROUP IN CLF (b)	UNDERREPRESENTATION INDEX (UI) $\left(\frac{(a)}{(b)} \times 100 = UI\right)$	UNDER-REPRESENTATION (UR) (100 - UI = UR)	NO. ON BOARD	NO. FOR EQUAL REPRESENTATION
00345 - PROGRAM ANALYSIS						
All Women	27.6	41.7	$\frac{27.6}{41.7} \times 100 = 66$	100 - 66 = 34	12	22
Black	1.9	4.8	$\frac{1.9}{4.8} \times 100 = 40$	100 - 40 = 60	1	2
Hispanic	1.9	1.9	$\frac{1.9}{1.9} \times 100 = 100$	Equal Rep.	1	1
Native Amer.	-	.2	-	100	0	1
A/PI	-	.6	-	100	0	1
Black Men	3.8	5.3	$\frac{3.8}{5.3} \times 100 = 72$	100 - 72 = 28	2	3
Hispanic Men	-	2.9	-	100	0	1
Native Amer. Men	1.9	.2	$\frac{1.9}{.2} \times 100 = 950$	Over	1	1
A/PI Men	-	.8	-	100	0	1

VACANCY PROJECTIONS

FIGURE 20

The vacancy projections are based on anticipated retirements, separations and new positions to be filled for the period January 1, 1980 to October 1, 1980. It should be noted that there is a considerable time lag between selection for an NRC position and entry on duty because of the security clearance requirements.

ESTIMATED VACANCIES BY ENTRY, MID-, SENIOR AND SES LEVEL
(1/1/80 - 9/30/80)

<u>Occupations</u>	<u>GS 5-7</u>	<u>GS 9-12</u>	<u>GS 13-15</u>	<u>SES</u>	<u>TOTAL</u>
00840 - Nuclear Engineering	19	88	99	11	217
01306 - Health Physics	6	39	40	1	86
00905 - General Attorney	0	6	11	2	19
00301 - General Administrative	6	9	2	1	18
00080 - Security Administration	6	10	8	2	26
00345 - Program Analysis	3	6	8	1	18

STEP C - TARGETING OCCUPATIONS FOR AFFIRMATIVE ACTION GOALS

The NRC is a very small and highly technical organization. As the analysis reveals, approximately 30% of the staff is in the nuclear engineering area; 6% in other engineering disciplines; 7% in health physics and another 2% in general physical science. Not only does this represent 54% of the twenty most populous occupations, it represents 45% of the total staff. These occupational areas have the widest grade range, substantial vacancies, and high degrees of underrepresentation. However, our affirmative action targets will not be limited to nuclear engineering and health physics, but will be distributed among the six most populous occupations for Phase I with some targets continuing into Phase II, and a few are being targeted for multi-year planning. We feel that in some of the occupations underrepresentation can be eliminated during Phase I, but the degree to which equal representation can be achieved in others is minimal. For instance, it would be unrealistic to assume that women can achieve equal representation of 34.2% of the agency's engineering workforce in the foreseeable future, since according to the Scientific Manpower Commission only 1.14% of the over one million earned engineering degrees were conferred upon women between 1947 and 1978. In addition, only a total of 90 women received Bachelor's and 47 received Masters' degrees in nuclear engineering between 1973 and 1978. During this same period, 1973-1978, a total of 30 Black, 20 Hispanic and 16 Asian/Pacific Islander, men and women, received Bachelor's degrees in nuclear engineering. Further, the overall enrollment in nuclear engineering began to decrease during the 1977/78 school year, with greater decreases expected in coming years. Moreover, in 1979, women made up only 2.4% of the engineering civilian workforce, and Black and other minority groups made up 6.3%.

The outlook for women and minorities in health physics is equally bleak. Between 1973 and 1978, a total of 87 women and 40 minorities, men and women, were granted Bachelor's degrees (25 Blacks, 6 Hispanics and 9 Asian/Pacific Islanders). During the 1977/78 school year, not only did the number of Female and Black enrollment decrease significantly, the enrollment of other minority groups remained low.

Thus, the agency has a very small pool from which to hire women and minorities in nuclear engineering and health physics.

SOURCES:

U.S. Department of Labor
Special Labor Force Report #225, Educational Attainment of Workers from 1973-1978.

U.S. Department of Energy
Radiation Protection Enrollments and Degrees, 1978
DOE/IR-0052.

U.S. Department of Energy
Nuclear Engineering Enrollment and Degrees, 1978
DOE/IR-0053.

P/RA Research Inc.
Statistical Data prepared for ERDA and updated by DOE.

Atomic Industrial Forum
Ltr to NRC from AIF Policy Committee concerning the follow-up to the TMI accident.

Scientific Manpower Commission
Professional Women and Minorities.

STEP D - ANALYSIS OF IMPEDIMENTS

1. The Recruitment Process

The major recruitment sources are listed below in order of their effectiveness in generating minority and female applicants.

External

College Recruitment Program
Mailing Lists
Attendance at technical
Society Meetings
Advertising in technical
journals and newspapers

Internal

Vacancy Announcement System

Our college recruitment schedule includes a number of predominately minority colleges and universities, and is centered around those institutions across the country having sound engineering curricula and a good representation of minority and women students. This effort has been our major source of generating applications for entry-level and intern positions in the engineering and scientific occupations in the agency. It has also been our major source of identifying persons for the limited number of management intern positions in the agency. Since this effort is conducted during career day activities, we have also been able to attract a number of applicants for placement in other occupational categories, such as secretaries, typists, accountants, etc. Through this effort we have also been able to identify and hire persons for the summer intern and co-op programs, as well as provide summer employment for college students in other areas.

Our Mailing List includes minority and women technical organizations, and supplements the College Recruitment Program. Information on job opportunities at the NRC is distributed at National Technical Society meetings, as well as those conducted by minority groups and women. Information is also sent to college placement offices, chapters of various technical and professional societies, and to minority and women student groups.

The NRC advertises in technical journals, publications directed towards minorities and women and in newspapers in geographic areas where there is a significant minority population. This, too, keeps us highly visible and generates a number of qualified candidates. Our vacancy announcement system is the primary source of generating interest of internal candidates. We feel that some improvement can be made in our recruitment efforts by expanding our mailing list to include other Federal agencies and minority and female civic and placement organizations.

2. The Selection Process

A detailed analysis of the NRC employee selection process has not yet been completed. The agency is now in the process of evaluating all of its personnel policies and procedures to determine if any group of employees is being adversely affected. However, we have been able to determine for the six most populous occupations, those procedures and practices which could possibly have an adverse impact on minority groups and women. Those barriers, along with alternative procedures, are outlined in Figures 21 through 24.

3. Promotion Trend

Figures 25 through 30 provide details on promotions for calendar year 1978 and nine months of calendar year 1979. Data on promotions by race/sex/national origin dating before calendar year 1978 is not available at this time. We will, therefore, focus on improvement of our computerized data base in fiscal year 1980.

BARRIER ANALYSIS FOR TARGETED OCCUPATIONS

Figure 21.

OCCUPATION(S): 00840
 NUCLEAR ENGR.
 01306
 HEALTH PHYSICS

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVELS	PRESENT SELECTION PROCEDURES THAT ARE BARRIERS TO GOAL ACHIEVEMENT	ALTERNATIVE SELECTION PROCEDURES THAT WILL BE UTILIZED
<p><u>ENGINEERING</u></p> <p><u>Female</u></p> <p>White</p> <p>Black</p> <p>Hispanic</p> <p>Asian/Pacific Islander</p> <p><u>Male</u></p> <p>Black</p>	<p>5-7</p> <p>5-7</p> <p>5-7</p> <p>5-7</p> <p>5-7</p>	<p>1. Required high grade point average for entry-level positions.</p> <p>2. Requirement of nuclear engineering college courses, nuclear engineering or health physics degrees.</p> <p>3. Heavy reliance on the screening process.</p>	<p>1. Relax heavy reliance on high grade point average.</p> <p>2. Use of technician series for entry level positions to allow for OJT in order to improve qualifications.</p> <p>Substitute credentials of other engineering and physical science disciplines as qualifications for nuclear engineers and health physicists.</p> <p>3. Mandatory requirement that a selecting official interview all minority and women designated to have high potential as a result of FEORP recruitment effort</p>
<p><u>HEALTH PHYSICS</u></p> <p><u>Female</u></p> <p>White</p> <p>Black</p> <p>Hispanic</p> <p>Asian/Pacific Islander</p> <p><u>Male</u></p> <p>Hispanic</p>	<p>9-12</p> <p>9-12</p> <p>9-12</p> <p>9-12</p> <p>9-12</p>		

BARRIER ANALYSIS FOR TARGETED OCCUPATIONS

FIGURE 22.

OCCUPATION(S): 00905 - ATTORNEY

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVELS	PRESENT SELECTION PROCEDURES THAT ARE BARRIERS TO GOAL ACHIEVEMENT	ALTERNATIVE SELECTION PROCEDURES THAT WILL BE UTILIZED
<u>FEMALE</u>			
White	9-15	1. A general requirement that attorney applicants graduate in the upper 30% of their law school class.	1. Waiver of requirement for applicant with compensating qualification.
Black	9-12	2. A general requirement that attorney applicants have law review or moot court experience in law school.	2. Waiver of requirement for applicant with compensating qualification.
Hispanic	9-12		
Asian/Pacific Islander	9-12	3. A general requirement that attorney applicants exhibit high quality writing skills.	3. None. This is such an essential element that there is no suitable alternative.
<u>MALE</u>		4. A general requirement that attorney applicants for GS-12 and above positions have experience in the fields of law practiced by NRC attorneys.	4. Waiver of requirement for applicants with potential for rapid assimilation of knowledge.
Hispanic	9-12		
Asian/Pacific Islander	9-12		

BARRIER ANALYSIS FOR TARGETED OCCUPATIONS

Figure 23.

OCCUPATION(S): 00301
 GENERAL ADMIN.
 00345
 PROGRAM ANALYSIS

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVELS	PRESENT SELECTION PROCEDURES THAT ARE BARRIERS TO GOAL ACHIEVEMENT	ALTERNATIVE SELECTION PROCEDURES THAT WILL BE UTILIZED
<u>GENERAL ADMIN.</u>			
<u>Female</u>			
Hispanic	9-12	1. Inconsistent use of panels.	1. Mandatory use of panels for filling all vacancies.
Asian/Pacific Islander	9-12	2. Policy regarding first consideration of in-house candidates.	2. Where insufficient numbers of under-represented groups exist in-house, ho position vacancies open until minorit women candidates can be identified.
Native American	5-7	3. Vacancy announcements system.	3. Review each job vacancy to assure tha only critical job elements are requir ments for filling vacancies.
<u>Male</u>			
Black	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Hispanic	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Asian/Pacific Islander	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Native American	5-7	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
<u>PROGRAM ANALYSIS</u>			
<u>Female</u>			
White	13-15	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Black	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Hispanic	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Asian/Pacific Islander	9-12	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.
Native American	5-7	3. Vacancy announcements system.	Assure that Certification list only critical elements posted in vacancy.

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVELS	PRESENT SELECTION PROCEDURES THAT ARE BARRIERS TO GOAL ACHIEVEMENT	ALTERNATIVE SELECTION PROCEDURES THAT WILL BE UTILIZED
<u>Male</u> Black Hispanic Asian/Pacific Islander Native American	9-12 9-12 9-12 5-7		

BARRIER ANALYSIS FOR TARGETED OCCUPATIONS

Figure 24.

OCCUPATION(S): 00080 - SECURITY

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVELS	PRESENT SELECTION PROCEDURES THAT ARE BARRIERS TO GOAL ACHIEVEMENT	ALTERNATIVE SELECTION PROCEDURES THAT WILL BE UTILIZED
<u>FEMALE</u>			
White	9-15	1. Policy regarding in-house candidate who are qualified must be given first 2. Critical elements generally reflect position at higher level.	1. Where insufficient numbers of under-represented groups exist in the agency workforce, position vacancies will be held open until minority/women candidates can be identified. 2. Assure that critical elements of position are the requirements at entry level. Restructure position to allow for upward mobility and on-the-job training
Black	5-7		
Hispanic	5-7		
Asian/Pacific Islander	5-7		
<u>MALE</u>			
Hispanic	9-12		
Asian/Pacific Islander	9-12		
Native American	5-7		

PROMOTION TREND

Occupation Code 00840 - Figure 25.

Grades Promoted to	Black		Hispanic		Native Amer		Asian/Pacific Islander		Other (White)	
	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F
3										
4										
5										
6										
7									1	1
8										
9	1		2				1			1
10										
11		1		2			1		6	1
12			1				2		10	1
13									27	1
14	1	1							41	1
15		2		1					15	
Total	2	4	3	3			4	3	100	6

* Covers period 1/1/79-9/30/79.

PROMOTION TREND

Occupation Code 13060 - Figure 26.

Grades Promoted to	Black		Hispanic		Native Amer. Can		Asian/Pacific Islander		Other (White)	
	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F
3										
4										
5										
6										
7										
8										
9										
10									2	2
11									6	1
12									4	10
13									4	1
14									3	1
15									1	3
Total									19	23

* Covers period 1/1/79-9/30/79.

POOR ORIGINAL

PROMOTION TREND

Occupation Code 09050 - Figure 27.

Grades Promoted to	Black		Hispanic		Native American		Asian/Pacific Islander		Other (White)			
	CY 78		CY 79*		CY 78		CY 79*		CY 78		CY 79*	
	M	F	M	F	M	F	M	F	M	F	M	F
3												
4												
5												
6												
7												
8												
9												
10												
11												
12				1						3	4	2 1
13										4	2	7 3
14	1									9		2 5
15				1						13		7
Total	1			2						29	6	18 9

* Covers period 1/1/79-9/30/79.

POOR ORIGINAL

PROMOTION TREND

Occupation Code 03010 - Figure 28.

Grades Promoted to	Black		Hispanic		Native Amer		Asian/Pacific Islander		Other (White)	
	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F	CY 78 M	CY 79* F
3		1								
4		1							1	1
5	3	3							2	1
6	1	1							3	2
7	1	2							2	3
8		2							1	7
9									2	5
10										
11	1								2	3
12	1								1	
13	1									2
14										
15									1	
Total	2	6	4	8					15	22
									10	15

* Covers period 1/1/79-9/30/79.

POOR ORIGINAL

PROMOTION TREND

Occupation Code 00080 - Figure 29.

Grades Promoted to	Black		Hispanic		Native American		Asian/Pacific Islander		Other (White)			
	CY 78		CY 79*		CY 78		CY 79*		CY 78		CY 79*	
	M	F	M	F	M	F	M	F	M	F	M	F
3												
4												
5												
6												
7				1							1	
8												
9											2	1
10												
11	1										2	
12											5	2
13											2	1
14											4	
15											5	4
Total											2	2
											1	
											14	3
											15	5

* Covers period 1/1/79-9/30/79.

POOR ORIGINAL

PROMOTION TREND

Occupation Code 0.450 - Figure 30.

Grades Promoted to	Black		Hispanic		Native Amer. Can.		Asian/Pacific Islander		Other (White)			
	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F	CY 78 M F	CY 79* M F		
3												
4												
5												
6												
7												
8												
9									2			
10												
11				1					1	3		
12									2	1		
13									2			
14		1							1	1		
15									2			
Total		1		1					8	3	1	3

Covers period 1/1/79-9/30/79.

POOR ORIGINAL

STEP E - IDENTIFICATION OF QUALIFIED/QUALIFIABLE APPLICANTS

The NRC's efforts to identify qualified candidates include:

1. Internal

The agency's automated personnel system allows each employee to list up to four skill areas, and provides current information on an employee's work experience and education. This system will be used to identify women and minorities with underutilized skills each time a professional level position becomes vacant.

NRC Development and Advancement for Regulatory Employees (DARE) program is an on-going upward mobility program for lower-level employees. It has provided opportunity for many women and minority employees to advance into professional jobs. This program will be used to identify qualifiable employees.

The agency contracts for a professional career counselling service to counsel between 80 to 100 employees annually. While counseling is available to all NRC employees, its target is to provide minorities and women help in career planning. In addition, Personnel Management Specialists will continue to provide individual placement and career counselling services to employees.

2. Federal Workforce

The agency will use the Office of Personnel Management's central personnel data file to identify potential applicant sources within other Federal agencies. We also intend to use interagency clearinghouses as another source of identifying Federal employees available for NRC employment.

3. Civilian Labor Force

The problem of availability of nuclear personnel is of exceptionally critical importance to this agency. In its "Action Plan for Implementing Recommendations of the President's Commission and Other Studies of Three Mile Island 2 Accident," the NRC is considering having a study undertaken on technical manpower resource limitations. The objective is to determine the technical manpower resources available in the nation over the next five years, and compare this with the needs in the nuclear industry and the NRC to accomplish the overall NRC safety improvement action plans while at the same time maintaining an adequate level of safety at operating reactors. It has been estimated by industry that over 5100 man-years of additional trained nuclear personnel is needed to staff 70 nuclear facilities. Thus, the competition with industry for already scarce nuclear personnel will be exacerbated, and the NRC will not be able to hire significant numbers of women and minority nuclear engineers unless and until they are available in the workforce.

There is also an acute shortage of trained health physicists in the current job market. Peterson's Annual Guides to Graduate Study, published by Peterson's Guides of Princeton, N.J., has listed health physics as an occupational area where shortages exist. In addition to this, the Placement Center of the Health Physics Society announced in its January 1980 Newsletter that it receives several calls a week requesting information regarding possible job candidates. Thus, even the most diligent of recruitment efforts will not produce candidates who are not available.

Specific strategies for all the targeted occupations, including nuclear engineering and health physics are detailed in Figures 31 through 35.

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Figure 31.

TARGETED OCCUPATION: 00840 - NUCLEAR ENGINEERING
 01306 - HEALTH PHYSICS

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY :	FEDERAL	CIVILIAN	
<u>NUCLEAR ENGINEERING</u>					
<u>Female</u>					
White	All	-	2	1	<u>INTERNAL - ENTRY LEVEL</u> 1. Continue use of the cooperative education program. 2. Continued participation in the Urban League's <u>Black Executive Exchange Program</u> . 3. On-site visits to minority and women colleges and universities. 4. Advertisement in newspapers and college and national technical magazines. 5. Participation in job fairs at technical society meetings sponsored by minority and women organizations. 6. Participation in Federal recruitment clearinghouse programs. 7. Participation in career day activities at minority and women colleges and universities. 8. Participation in the National Science Foundation's Science Centers' activities.
Black	All	-	2	1	
Hispanic	All	-	2	1	
Asian/Pacific Islander	7-9, 12+	-	2	1	
Native American	All	-	2	1	
<u>Male</u>					
Black	12+	-	2	1	
Hispanic	14+	-	2	1	
Asian/Pacific Islander	15+	1	3	2	
Native American	All	-	2	1	

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY	FEDERAL	CIVILIAN	
<u>HEALTH PHYSICS</u>					
<u>Female</u>					
White	11+	-	2	1	9. Utilize mailing lists generated by minority and women organizations. 10. Distribution of job announcements to civil rights organizations.
Black	All	-	2	1	
Hispanic	All	-	2	1	<u>INTERNAL</u> 1. Effective use of promotions, transfers and training.
Asian/Pacific Islander	7-9, 12, 14+	-	2	1	
Native American	All	-	2	1	
<u>Male</u>					
Black	14+	-	2	1	
Hispanic	7-12, 14+	-	2	1	
Asian/Pacific Islander	7-11, 15+	-	2	1	
Native American	All	-	2	1	

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Figure 32.

TARGETED OCCUPATION: 00905-Attorney

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY.	FEDERAL	CIVILIAN	
<u>FEMALE</u>					1. Expand efforts to contact law schools with substantial numbers of Asian/Pacific Islanders, Hispanics and/or Native Americans.
White	15+	3	2	1	
Black	All		2	1	
Hispanic	All		2	1	
Asian/Pacific Islander	All		2	1	
Native American	All		2	1	
<u>MALE</u>					
Black	13+		2	1	
Hispanic	All		2	1	
Asian/Pacific Islander	All		2	1	
Native American	All		2	1	

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Figure 33.

TARGETED OCCUPATION: 00301-General Administrative

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY	FEDERAL	CIVILIAN	
<u>FEMALE</u>					
White	13-16, 18+	3	2	1	<u>EXTERNAL</u> <u>Mid- and Senior Levels</u> 1. Wider distribution of vacancy announcements. 2. Use of job referral services. 3. Use of the Federal referral service. 4. Broader use of newspaper advertisements in SMSAs where there are high percentages of underrepresented groups. <u>Entry Level</u> 1. College recruitment. 2. Federal referral service. 3. Distribution of vacancy announcements.
Black	14+	3	2	1	
Hispanic	11+		2	1	
Asian/Pacific Islander	All		2	1	
Native American	All		2	1	
<u>MALE</u>					
White	9-13	1	2	3	<u>INTERNAL</u> 1. Skills survey to identify qualified and qualifiable candidates. 2. Upward mobility programs. 3. Promotions and career development. 4. Details of lower graded employees into entry-level professional occupations.
Black	9-12, 15+	3	1	2	
Hispanic	All		2	1	
Asian/Pacific Islander	9-14, 16+		2	1	
Native American	All		2	1	

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Figure 34.

TARGETED OCCUPATION: 00080-Security Administration

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY	FEDERAL	CIVILIAN	
<u>FEMALE</u>					
White	11+	-	2	1	<u>EXTERNAL</u> <u>Entry-Level</u> 1. College recruitment at minority/women colleges and universities. 2. Distribution of vacancies to other Federal agencies. <u>Mid- and Senior-Level</u> 1. Use of talent search organizations. 2. Distribution of vacancy announcements to minority and women organizations.
Black	111	-	2	1	
Hispanic	111	-	2	1	
Asian/Pacific Islander	111	-	2	1	
Native American	111	-	2	1	
<u>MALE</u>					
Black	12,16+	-	2	1	<u>INTERNAL</u> 1. Effective use of skills survey, promotions and training.
Hispanic	111	-	2	1	
Asian/Pacific Islander	111	-	2	1	
Native American	111	-	2	1	

STEP F - ESTABLISHMENT OF TRANSITION YEAR GOALS

Figures 36 through 41 are goals established for the remainder of FY 1980 in the six most populous occupations. The goals have been evaluated taking into consideration the barrier analysis and identification of qualified and qualifiable applicants, and it has been determined that the goals should be set as calculated. Please note that in some areas the calculations actually result in only a fraction of a person. In these cases we have rounded the number up to one.

AFFIRMATIVE RECRUITMENT PLAN (FEORP)

Figure 35.

TARGETED OCCUPATION: 00345-Program Analysis

UNDERREPRESENTED GROUP	UNDERREPRESENTED OCCUPATIONAL LEVELS	TARGETED RECRUITMENT PRIORITIES			RECRUITING STRATEGIES TO BE UTILIZED
		AGENCY	FEDERAL	CIVILIAN	
<u>FEMALE</u>					
White	14+	-	1	2	<u>EXTERNAL</u> 1. Wider distribution of vacancy announcements. 2. Contacts with minority/women talent search organizations. 3. Distribution of announcements to minority/women civil rights organizations.
Black	3-13, 15+	-	1	2	
Hispanic	8,9,12+	-	1	2	
Asian/Pacific Islander	All	-	1	2	
Native American	All	-	1	2	
<u>INTERNAL</u>					
<u>MALE</u>					
Black	8-14, 16+	-	1	2	1. Effective use of skills survey, promotions and training. 2. Targeting entry-level positions as upward mobility jobs.
Hispanic	All	-	1	2	
Asian/Pacific Islander	All	-	1	2	
Native American	8-13, 15+	-	1	2	

TRANSITION YEAR GOALS

Figure 36.

TARGETED OCCUPATION: 00840-Nuclear Engineering

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
White	5-7	30.2	19	30.2 x 19	5
Black	5-7	3.1	19	3.1 x 19	1
Hispanic	5-7	.9	19	.9 x 19	1
Asian/Pacific Islander	5-7	.3	19	.3 x 19	1
<u>MALE</u>					
Black	5-7	3.4	19	3.4 x 19	1

TRANSITION YEAR GOALS
Figure 37.

TARGETED OCCUPATION: 01306-Health Physics

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
White	9-1	30.2	39	30.2 x 39	11
Black	9-12	3.1	39	3.1 x 39	1
Hispanic	9-12	.9	39	.9 x 39	1
Asian/Pacific Islander	9-12	.3	39	.3 x 39	1
<u>MALE</u>					
Hispanic	9-12	1.6	39	1.6 x 39	1

TRANSITION YEAR GOALS

· · Figure 38.

TARGETED OCCUPATION: 00905-Attorney

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
White	9-15	30.2	17	30.2 x 17	5
Black	9-12	3.1	6	3.1 x 6	1
Hispanic	9-12	.9	6	.9 x 6	1
Asian/Pacific Islander	9-12	.3	6	.3 x 6	1
<u>MALES</u>					
Hispanic	9-12	1.6	6	1.6 x 6	1
Asian/Pacific Islander	9-12	1.8	6	1.8 x 6	1
Black	13-15	3.4	11	3.4 x 11	1

TRANSITION YEAR GOALS

Figure 39.

TARGETED OCCUPATION: 00301-General Administrative

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
Hispanic	9-12	1.9	9	1.9 x 9	1
Asian/Pacific Islander	9-12	.6	9	.6 x 9	1
Native American	5-7	.2	6	.2 x 6	1
<u>MALE</u>					
Black	9-12	5.3	9	5.3 x 9	1
Hispanic	9-12	2.9	9	2.9 x 9	1
Asian/Pacific Islander	9-12	.8	9	.8 x 9	1
Native American	5-7	.2	6	.2 x 6	1

TRANSITION YEAR GOALS

Figure 40.

TARGETED OCCUPATION: 00080-Security Admin.

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
White	9-15	34.2	18	34.2 x 18	6
Black	5-7	4.8	6	4.8 x 6	1
Hispanic	5-7	1.9	6	1.9 x 6	1
Asian/Pacific Islander	5-7	.6	6	.6 x 6	1
<u>MALE</u>					
Hispanic	9-12	2.9	10	2.9 x 10	1
Asian/Pacific Islander	9-12	.8	10	.8 x 10	1
Native Americans	5-7	.2	6	.2 x 6	1

TRANSITION YEAR GOALS

Figure 41.

TARGETED OCCUPATION: 00345-Program Analysis

UNDERREPRESENTED GROUP	OCCUPATIONAL LEVEL	PERCENTAGE OF GROUP IN CLF	TOTAL # ESTIMATED VACANCIES	COMPUTATION OF GOALS (a) x (b) = (c)	GOALS
<u>FEMALE</u>					
White	13-15	34.2	8	34.2 x 8	2
Black	9-12	4.8	6	4.8 x 6	1
Hispanic	9-12	1.9	6	1.9 x 6	1
Asian/Pacific Islander	9-12	.6	6	.6 x 6	1
Native American	5-7	.2	3	.2 x 3	1
<u>MALE</u>					
Black	9-12	5.3	6	5.3 x 6	1
Hispanic	9-12	2.9	6	2.9 x 6	1
Asian/Pacific Islander	9-12	.8	6	.8 x 6	1
Native American	5-7	.2	3	.2 x 3	1

STEP G - STAFFING AND RECRUITMENT STRATEGIES

As detailed in Step E, staffing and recruiting strategies for the targeted occupation include:

1. Internal

- a. Upward Mobility Program.
- b. Training Programs.
- c. Career Development and Counselling Programs.

2. External

- a. Advertisements in Newspapers and Technical Magazines.
- b. Cooperative Education Program.
- c. Participation in the Urban League's BEEP Program.
- d. On-site Visits, Career Day Activities, and Job Fairs.
- e. Participation in the National Science Foundation' Science Centers' activities.

SUMMARY OF THE AFFIRMATIVE ACTION PROGRAM PLAN

SUMMARY OF AFFIRMATIVE ACTION PROGRAM PLAN

TARGETED OCCUPATION	TRANSITION YEAR GOALS	OBJECTIVES	SPECIFIC ACTIONS	QUARTERLY MILESTONE		
				2	3	4
00840 - <u>NUCLEAR ENGR.</u>		1. Eliminate selection barriers to goal achievement.	a. Review each position to assure that only critical job elements are being evaluated.	X	X	X
Women - White	5		b. Conduct adverse impact studies.			X
Black	1					
Hispanic	1					
Asian/ Pacific Islander	1	2. Increase the pool of women and minority applicants.	a. Distribute job vacancy announcements to other Federal agencies.	X	X	X
Men --- Black	1		b. Expand mailing list to include minority and women civic organizations.	X	X	
01306 - <u>HEALTH PHYSICS</u>			c. Assure that adequate numbers of minority and women are considered for all positions in the agency.	X	X	X
Women - White	11					
Black	1					
Hispanic	1	3. Identify qualified and qualifiable applicants.	a. Conduct a skills survey of the agency workforce.		X	
Asian/ Pacific Islander	1		b. Use of gross statistical data from the Central Personnel Data File (CPDF) in order to identify the available pool in the Federal workforce.	X		
Men --- Hispanic	1					
00905 - <u>ATTORNEY</u>			c. Use of statistical data generated by personnel resource organizations such as the Scientific Manpower Commission in order to identify projected applicant availability for entry-level positions.	X		
Women - White	5					
Black	1					
Hispanic	1					
Asian/ Pacific Islander	1					
Men - Hispanic	1					
Asian/ Pacific Islander	1					
Black	1					

SUMMARY OF AFFIRMATIVE ACTION PROGRAM PLAN - 2

TARGETED OCCUPATION	TRANSITION YEAR GOALS	OBJECTIVES	SPECIFIC ACTIONS	QUARTERLY MILESTONES				
				2	3	4		
00301 - <u>GENERAL ADMIN.</u>		4. Improve EEO Program Evaluation efforts.	a. Institute procedures for identifying and recording minority group and women applicants. b. Computerize data on training, awards, etc. for inclusion in future statistical reports on the EEO program. c. Reprogram computerized information so that all EEO reporting data can be uniform.	X				
Women - Hispanic	1							
Asian/Pacific Islander	1							
Native American	1							
Men --- Black	1							
Hispanic	1							
Asian/Pacific Islander	1							
Native American	1							
00080 - <u>SECURITY ADMIN.</u>								
Women - White	6							
Black	1							
Hispanic	1							
Asian/Pacific Islander	1							
Men --- Hispanic	1							
Asian/	1							
Native	1							

SUMMARY OF AFFIRMATIVE ACTION PROGRAM PLAN - 3

TARGETED OCCUPATION	TRANSITION YEAR GOALS	OBJECTIVES	SPECIFIC ACTIONS	QUARTERLY MILESTONES		
				2	3	4
00345 - <u>PROGRAM ANALYSIS</u>						
Women - White	2					
Black	1					
Hispanic	1					
Asian/ Pacific						
Islander	1					
Native American	1					
Men --- Black	1					
Hispanic	1					
Asian/ Pacific						
Islander	1					
Native American	1					