

Commission Briefing on
Equal Employment
Opportunity,
Diversity Management,
and Small Business

December 13, 2006

Opening Remarks

- Agency growth
- Reorganizations
- Succession Planning

Agenda

- Presentations by ADM, EEO Advisory Committee, and SBCR
- CDMP Implementation
- Recruitment and Hires
- Leadership Development
- Alternative Dispute Resolution Program
- Minority Serving Institutions Program
- Small Business Accomplishments

Office of Administration

Timothy F. Hagan, Director

- Recruitment
- Employee development
- ADM Progress
- Comparison of the ADM workforce profile

ADM Recruitment

- Innovative recruitment strategies
- Participation in recruitment events
- Diverse rating panels
- Progress in recruiting women and minorities

ADM Employee Development

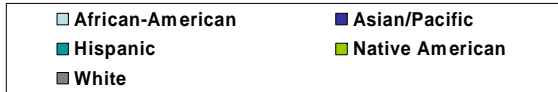
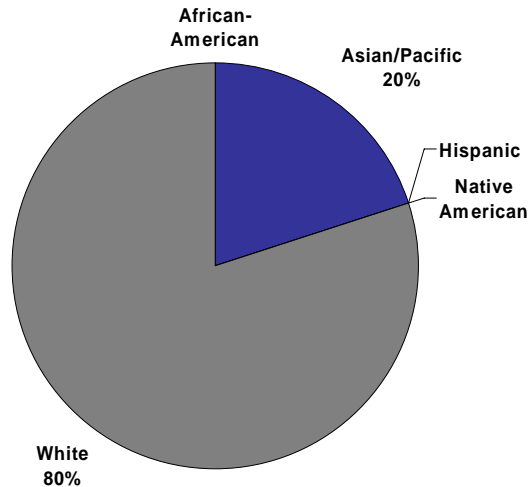
- Formal and informal training and development programs
- Organizational climate fosters opportunity
- Mentoring among senior and junior staff
- Rotation and developmental opportunities

ADM Progress

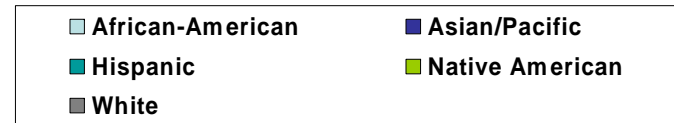
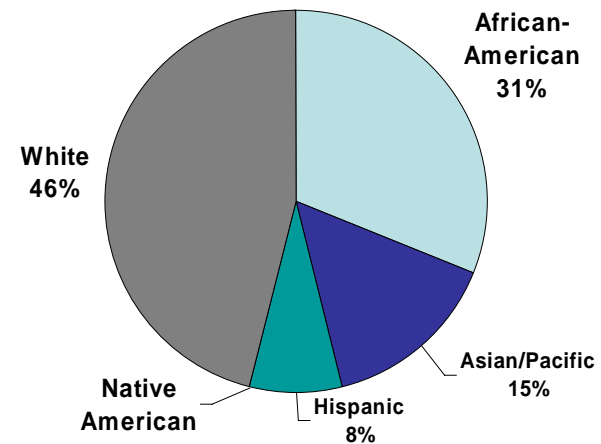
- Diversity of management team
- Continue to review recruitment strategies
- Diversity in developmental programs

ADM Comparison of the Workforce Profile

ADM FY 05 Hiring Activity



ADM FY 06 Hiring Activities



Joint Statement

Management's continued commitment for:

- CDMP accountability
- Secretarial Job Fair
- Entry level hiring
- Facilitated mentoring

Joint Statement Recommendations

- Increase women and minorities in:
 - Managerial positions
 - SES Candidate Development and the Leadership Potential Programs
- Diversity in GG-13 through 15 feeder groups
- Development of women and minorities in technical and administrative occupations
- Continue to utilize the Mentoring Program
- Diversity focus in succession planning strategies

CDMP Implementation

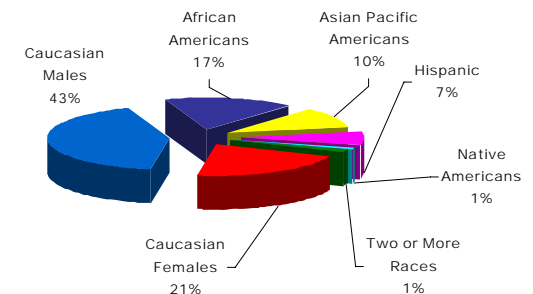
- CDMP performance measures approved by EDO
- Measures incorporated in FY 07 Operating Plan

2006 Hires

- Workforce increased to 3,347 including 371 new hires
- Slight percent increase for Asian and Native Americans
- Percent remained constant for all other groups

	Total	SES	SLS	Mid-Level/ Interm. GG 11-15	NSPDP GG 7-9	Entry GG 5-9	OTHER*
African Americans	64	1	0	14	19	15	15
Asian Pacific Americans	38	0	0	27	4	4	3
Hispanic	26	0	0	4	20	2	0
Native Americans	3	0	0	1	2	0	0
Two or more races	5	0	0	3	0	1	1
Caucasian Female	79	0	1	33	10	11	24
Caucasian Male	156	1	2	113	22	17	1
Total	<i>371</i>	2	3	<i>195</i>	<i>77</i>	<i>50</i>	44

*The "Other" category consists employees whose Occupational Category is Clerical, Technical, Co-Op, Students, or Blue Collar



Leadership Development

- 25 selected for the 2008 SESCO DP Class
- 24 selected for the 2007 SESCO DP Class
- 18 selected for the 2006 Leadership Potential Class
- 53 selected for the 2006 TLDP Class

Alternative Dispute Resolution Program

- Awareness seminar scheduled
- Conducted assessment
- New brochure distributed
- Hosted lunch-time information table
- Consolidated a list of “best practices”
- Publish NRC article

Minority Serving Institutions Program

- Policy and program established
- Annual plans developed for HBCUs, TCUs, and HSIs
- Outreach and coordination
- Compliance and reporting
- White House recognition received

Small Business Program Activity

- Reached 4 of 6 SB Goals
- FY 2007 goals include new SBA Scorecard
- Increased contracting activity in FY 2007
- Recent major awards to HubZone and SDVOSBs

Acronyms

- **ADR** Alternative Dispute Resolution
- **CDMP** Comprehensive Diversity Management Plan
- **HUBZone** Historically Underutilized Business Zone
- **LPP** Leadership Potential Program
- **NSPDP** Nuclear Safety Professional Development Program
- **SES** Senior Executive Service
- **SESCDP** Senior Executive Service Candidate Development Program
- **TTC** Technical Training Center
- **SLS** Senior Level Service
- **SB** Small Business
- **MSIP** Minority Serving Institutions Program
- **HBCU** Historically Black Colleges and Universities
- **HSI** Hispanic Servicing Institutions
- **TCU** Tribal Colleges and Universities
- **SDVOSB** Service Disabled Veteran Owned Small Business
- **GG** General Grade
- **TLDP** Team Leader Development Program
- **Interm.** Intermediate

Age Distribution of Permanent Employees

