

Affirmative Employment Program

AEP Plan Update & Accomplishment Report for Minorities and Women

Fiscal Year 2002



**Prepared by:
Natural Resources Conservation Service
Civil Rights Staff
5601 Sunnyside Avenue, Mail Stop 5472
Beltsville, Maryland 20705**

SUBJECT: Natural Resources Conservation Service's (NRCS) Fiscal Year (FY) 2002
Affirmative Employment Program (AEP) Plan Update/Accomplishment
Report for Minorities and Women

TO: David Winningham
Director
Office of Civil Rights

In response to your memorandum dated November 29, 2002, the attached AEP report for
FY 2002 is submitted.

If you have any questions regarding this report, please contact Susan Flanagan, Equal Opportunity
Specialist, Civil Rights Staff at (301) 504-2189.

/s/

ANDREW JOHNSON, JR.
Director
Civil Rights Staff

Attachment

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NATURAL RESOURCES CONSERVATION SERVICE

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

FISCAL YEAR 2002

(October 1, 2001 – September 30, 2002)

- SUMMARY ANALYSIS OF THE WORKFORCE
- ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS
- NOTEWORTHY ACTIVITIES AND INITIATIVES

Natural Resources Conservation Service (NRCS)

NAME OF YOUR STATE, REGION, CENTER, OR INSTITUTE

Post Office Box 2890, Washington, DC 20013

ADDRESS OF ORGANIZATION

NUMBER OF EMPLOYEES COVERED BY THE PLAN: TOTAL: **11,827**

PROFESSIONAL: **7,579** ADMINISTRATIVE: **874** TECHNICAL: **2,506**

CLERICAL: **432** OTHER: **474** BLUE-COLLAR: **9**

SUSAN H. FLANAGAN

(301) 504-2189

NAME OF PERSON PREPARING FORM

TELEPHONE NUMBER

ANDREW JOHNSON, JR., DIRECTOR, CIVIL RIGHTS STAFF

NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL

DATE

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

BRUCE I. KNIGHT, CHIEF, NATURAL RESOURCES CONSERVATION SERVICE

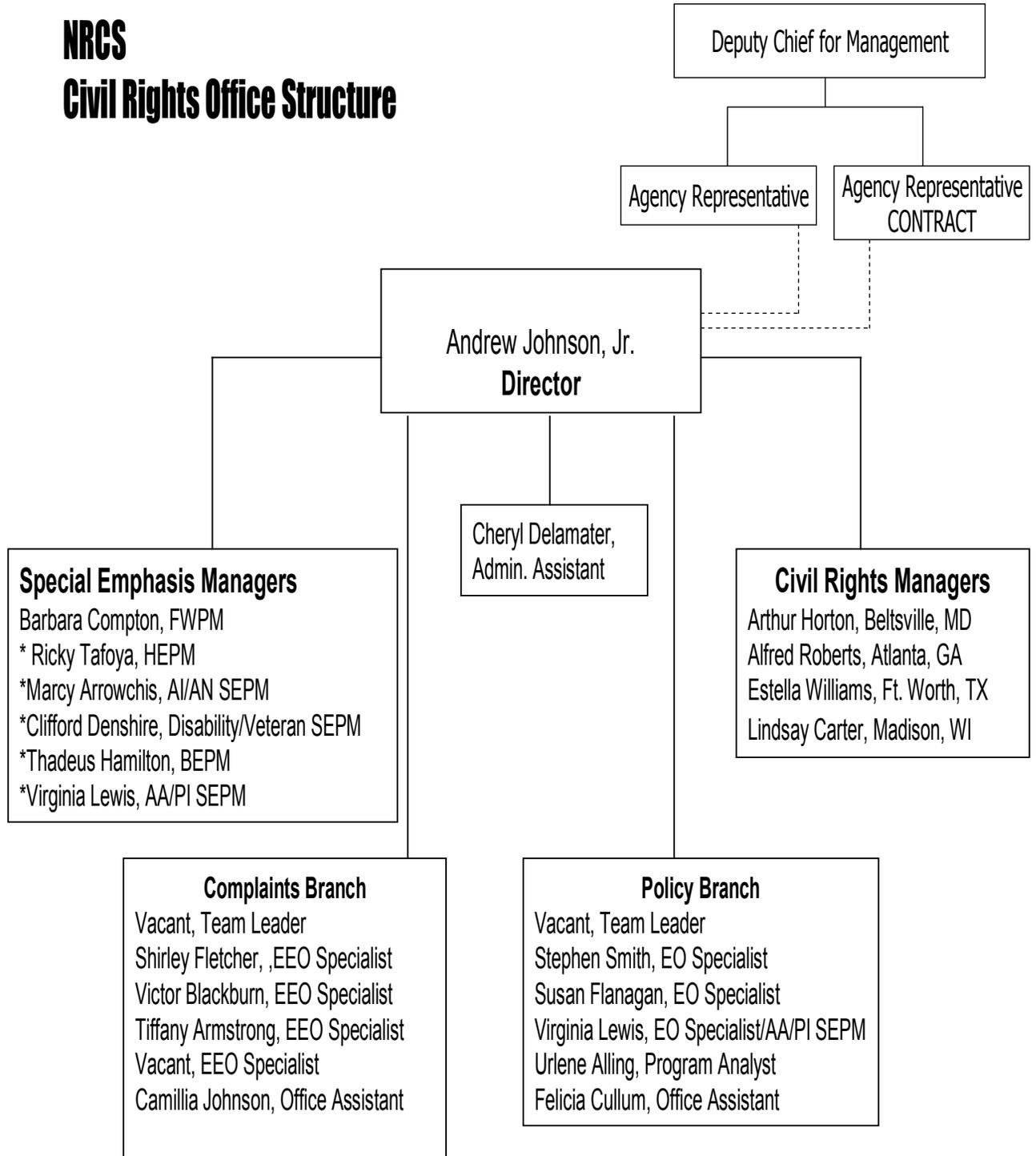
NAME AND TITLE OF ORGANIZATION

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL DATE

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

EEOC Form 566 (8/87)

NRCS Civil Rights Office Structure



* Collateral Duty

George Washington Carver Center
5601 Sunnyside Avenue
Suite 1-2144, Mailstop 5472
Beltsville, MD 20705

**NATURAL RESOURCES CONSERVATION SERVICE
AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN**

**EXECUTIVE SUMMARY REPORT
FY 2002**

This is the Natural Resources Conservation Service's (NRCS) FY 2002 Affirmative Employment Program (AEP) Plan Accomplishment Report. The report is prepared in accordance with the Equal Employment Opportunity Commission (EEOC) Management Directive (MD-714) and the USDA Departmental Manual 4310-1, Instructions for Preparing AEP Plans, Accomplishment Reports and Updates. The Accomplishment Report provides an assessment of the progress made by the Agency in achieving objectives to eliminate barriers to the equitable participation of minorities and women in the workforce.

NRCS is committed to addressing the under representation of women, minorities, and persons with disabilities and has developed a national recruitment/retention strategy designed to strengthen our resolve to improve the diversity of our Agency. As this report indicates, progress is being made in addressing the disparity of the NRCS workforce representation, compared to the Civilian Labor Force (CLF). The following analysis provides additional details on the NRCS workforce.

Some findings in the FY 2002 AEP report are:

- The overall NRCS workforce increased by 554 employees, going from 11,273 in FY 2001 to 11,827 in FY 2002 representing a 4.9 percent increase in the workforce.
- All EEO groups experienced an increase in the total number of employees within their own subgroup. The largest increase was experienced by Hispanic females, which increased the Hispanic female subgroup by 9.1 percent. Second, the White female subgroup increased by 8.4 percent. Third, the Asian American/Pacific Islander female subgroup increased by 6.3 percent, and fourth was the Hispanic male subgroup increased by 5.0 percent.
- White females were the only EEO group to increase as a percentage in the total NRCS workforce. They showed an increase of 0.8 percent in the total workforce. All other EEO group percentages either remained the same or decreased slightly in their overall workforce percentage.
- The Professional workforce consists of the largest number of employees in NRCS at 7,579, with a representation of Black males, Hispanic males, American Indian/Alaska Native males, and females above the CLF.
- The Technical workforce represents the second largest employment group consisting of 2,505 individuals, with the representation of American Indian/Alaska Native males, and females being the only EEO group with numbers above the CLF.
- The Administrative workforce is next with 874 employees, with representation of White females, Black males and females, and American Indian/Alaska Native males and females showing numbers above the CLF.
- Of the nine targeted EEO groups, Asian American/Pacific Islanders show under representation for each PATCOB category, followed by Hispanic females and Hispanic males.

Table 4 (page 19) identifies employment level percentages that are below and above the CLF, and indicates that White females are the largest underrepresented group in NRCS' workforce.

NRCS identifies fourteen major occupational series consisting of 100 or more employees. Employment in these major occupations equals 10,114 people and constitutes a total of 85.5 percent of the workforce. The two largest are Soil Conservationist, with 4,139 employees, and Soil Conservation Technician with 1,400 employees.

Employment grade groupings are centered at the GS 9-12 levels.

The Accomplishment Report for FY 2002 on program elements of NRCS's ongoing Affirmative Employment Program Plan is presented in Section B of this report starting at page 46. The Accomplishment Report is a required element and provides an annual update to action items, responsible officials, and target dates for addressing program elements and objectives that tie into our long-term Affirmative Employment Multi-Year Program Plan.

This report concludes with a list of Noteworthy Activities and Initiatives implemented in FY 2002 and the results of those efforts.

DATA COVERAGE AND DEFINITIONS

The employment statistics used in this Affirmative Employment Plan report are as of September 21, 2002. The data used in this report are produced from the National Finance Center (NFC), central personnel data information file. The Natural Resources Conservation Service (NRCS) workforce, referred to in this report, covers both permanent full-time and permanent part-time employees. This workforce is limited to workers in the General Schedule (GS) pay plan, blue-collar pay plans, and employees at the Senior Level Pay level.

Occupational categories discussed in this report are mostly White-Collar. White-Collar categories contain Professional, Administrative, Technical, Clerical, and Other occupations. Employment data in this report are presented by occupational categories and grade level, and analyzed by race, gender and national origin.

Civilian Labor Force (CLF), as defined in 5 CFR. Section 720.202, includes all persons 16 years of age and over, except those in the armed forces, who are employed or who are unemployed and seeking work. CLF data are defined by the Bureau of the Census and the Bureau of Labor Statistics and are reported in 1990 decennial census data.

Under representation, also defined in 5 CFR. Section 720.202, means a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage that women or the minority constitutes within the CLF of the United States.



**Affirmative Employment Program
for
Minorities and Women**

**Annual Affirmative Employment Program
Accomplishment Report**

A. Summary Analysis of Work Force

1. PATCOB

2. Major Occupations

3. Grade Grouping

SUMMARY ANALYSIS OF (NRCS) TOTAL WORK FORCE

Comparison of FY 2001 and 2002

Table 1. Total Work Force Demographic Profile for FY 2001 and FY 2002												
	Total		White		Black		Hispanic		Asian American/ Pacific Isl		Am Indian/ Alaskan Native	
	All	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
2001	11,273	3,244	6,886	2,626	580	369	280	121	61	32	222	96
2002	11,827	3,485	7,179	2,846	581	379	294	132	62	34	226	94
Total # Change	554	241	293	220	1	10	14	11	1	2	4	2
Distribution % Change		.7	-.4	.8	-.2	-.1	.0	.0	.0	.0	-.1	-.1
Subgroup % Change	4.9	7.4	4.3	8.4	0.2	2.7	5.0	9.1	1.6	6.3	1.8	2.1
% of FY 2001 Work Force	100	28.8	61.1	23.3	5.1	3.3	2.5	1.1	0.5	0.3	2.0	0.9
% of FY 2002 Work Force	100	29.5	60.7	24.1	4.9	3.2	2.5	1.1	0.5	0.3	1.9	0.8
CLF *	100	46.0	42.9	35.3	4.9	5.4	4.8	3.3	1.5	1.3	0.3	0.3

* EEOC sanctioned CLF; **Bold indicates under representation when compared to the Civilian Labor Force (CLF).**

During fiscal year (FY) 2002, the Natural Resources Conservation Service (NRCS) permanent workforce (full and part time) increased by 554 employees, going from 11,273 to 11,827, which augmented the NRCS workforce by 4.9 percent.

NRCS saw an increase across the board for all employee groups. Among women and minorities the largest absolute increase took place among White females by 220 employees; which also increased their representation was also increased in the NRCS workforce for FY 2002; and Hispanic males by 14 employees; however, no impact was experienced in their percentage of the workforce. The largest increase to the 9 subgroups occurred among Hispanic females, resulting in an increase of 9.1 percent, White females at 8.4 percent, Asian American/Pacific Islander females at 6.3 percent and Hispanic males at 5 percent.

Although NRCS minority and women workforce percentages may continue to fall below the Civilian Labor Force (CLF) as indicated in bold, in (Table 1), we are making strides in increasing the relative representation of each minority group.



Summary Analysis of Work Force

By PATCOB

Summary Analysis of NRCS Work Force by PATCOB

FY 2002 ended with a workforce totaling 11,827 permanent full and permanent part-time employees, and is broken down by the following PATCOB categories:

Professional	7,579
Administrative	874
Technical	2,506
Clerical	432
Other	427
Blue-collar	9

Table 2 details the demographic breakdown of NRCS workforce by job category, race, sex and national origin and provides the following information:

- National Civilian Labor Force percentages by PATCOB;
- NRCS workforce for FY 2001;
- FY 2001 percentage distribution;
- NRCS workforce for FY 2002;
- FY 2002 percentage distribution;
- Change in workforce numbers from FY 2001 to FY 2002;
- Change in workforce percentages from FY 2001 to FY 2002;
- Change in relative workforce percentages;
- What employment numbers should look like according to the CLF; and
- Total number of employees needed to be hired in order for NRCS to come into parity with the CLF.

Table 3 provides information on women and minority under representation in NRCS workforce broken down by PATCOB, compared to the CLF.

Table 4 provides the employment level percentages of NRCS's workforce, indicating the EEO groups that are above and below the Civilian Labor Force by PATCOB, along with the number of employees necessary (plus or minus) to equal the CLF.

Table 2. Change in Work Force Demographics by PATCOB													
Natural Resources Conservation Service													
Data includes employees workforce as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional	CLF %		37.0	54.7	30.3	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
	FY 2001	7,237	1,368	5,083	1,179	420	98	186	42	38	13	142	36
	Distribution %		18.9	70.2	16.3	5.8	1.4	2.6	0.6	0.5	0.2	2.0	0.5
	FY 2002	7,579	1,509	5,260	1,304	426	103	195	50	41	14	148	38
	Distribution %		19.9	69.4	17.2	5.6	1.4	2.6	0.7	0.5	0.2	2.0	0.5
	# Change	+342	141	177	125	6	5	9	8	3	1	6	2
	Distribution % Change		1.0	-0.8	0.9	-0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0
	Subgroup % Change	4.7	10.3	3.5	10.6	1.4	5.1	4.8	19.0	7.9	7.7	4.2	5.5
What employment number's would look like according to the CLF		7,579	2,804	4,156	2,296	182	242	159	106	265	144	15	15
Total number needed to equal the CLF			1,295	-1,104	992	-244	139	-36	56	224	130	-133	-23
Administrative	CLF %		50.0	42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3
	FY 2001	849	522	255	378	37	106	15	18	9	9	11	11
	Distribution %		61.5	30.0	44.5	4.4	12.5	1.8	2.1	1.1	1.1	1.3	1.3
	FY 2002	874	531	274	385	39	107	14	18	9	9	7	12
	Distribution %		60.8	31.4	44.1	4.5	12.2	1.6	2.1	1.0	1.0	0.8	1.4
	# Change	+25	9	19	7	2	1	-1	0	0	0	-4	1
	Distribution % Change		-0.7	1.4	-0.4	0.1	-0.3	-0.2	0.0	-0.1	-0.1	-0.5	0.1
	Subgroup % Change	2.9	1.7	7.5	1.9	5.4	0.9	-6.7	0.0	0.0	0.0	-36.4	9.0
What employment number's would look like according to the CLF		874	437	368	353	31	46	23	23	12	12	3	3
Total number needed to equal the CLF			-94	94	-32	-8	-61	9	5	3	3	-4	-9

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 2. Change in Work Force Demographics by PATCOB (Continued)													
Natural Resources Conservation Service													
Data includes employees workforce as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Technical	CLF %		54.9	36.1	42.9	3.6	6.6	3.2	3.4	1.9	1.6	0.4	0.4
	FY 2001	2,430	789	1,421	635	86	86	67	37	7	4	60	27
	Distribution %		32.5	58.5	26.1	3.5	3.5	2.8	1.5	0.3	0.2	2.5	1.1
	FY 2002	2,506	814	1,472	660	79	87	68	36	9	5	64	26
	Distribution %		32.5	58.7	26.3	3.2	3.5	2.7	1.4	0.4	0.2	2.6	1
	# Change	+76	25	51	25	-7	1	1	-1	2	1	4	-1
	Distribution % Change		0.0	0.2	0.2	-0.3	0.0	-0.1	-0.1	0.1	0.0	0.1	-0.1
	Subgroup % Change	3.1	3.2	3.6	3.9	-8.1	1.2	1.5	-2.7	28.6	25.0	6.7	-3.7
What employment number's would look like according to the CLF		2,506	1,376	905	1,075	90	165	80	85	48	40	10	10
Total number needed to equal the CLF			562	-567	415	11	78	12	49	39	35	-54	-16
Clerical	CLF %		80.5	14.0	63.4	2.8	9.6	1.7	5.2	0.8	1.9	0.1	0.5
	FY 2001	416	395	16	321	4	45	0	12	0	6	1	11
	Distribution %		95.0	3.8	77.2	1.0	10.8	0.0	2.9	0.0	1.4	0.2	2.6
	FY 2002	432	415	14	345	3	42	0	15	0	5	0	8
	Distribution %		96.1	3.2	79.9	0.7	9.7	0.0	3.5	0.0	1.2	0.0	1.9
	# Change	+16	20	-2	24	-1	-3	0	3	0	-1	-1	-3
	Distribution % Change		1.1	-0.6	2.7	-0.3	-1.1	0.0	0.6	0.0	-0.2	-0.2	-0.7
	Subgroup % Change	3.8	5.1	-12.5	7.5	25.0	-6.7	0.0	25.0	0.0	-16.7	-100.0	-27.3
What employment number's would look like according to the CLF		432	348	60	274	12	41	7	22	3	8	4	2
Total number needed to equal the CLF			-67	46	-71	9	-1	7	7	3	3	1	-6

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 2. Change in Work Force Demographics by PATCOB (Continued)													
Natural Resources Conservation Service													
Data includes employees workforce as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Other	CLF %		15.7	67.6	11.2	9.7	3.2	4.8	1.0	1.2	0.3	0.9	0.2
	FY 2001	332	170	104	113	32	34	11	12	7	0	8	11
	Distribution %		51.2	31.3	34.0	9.6	10.2	3.3	3.6	2.1	0.0	2.4	3.3
	FY 2002	427	216	153	152	33	40	15	13	3	1	7	10
	Distribution %		50.6	35.8	35.6	7.7	9.4	3.5	3.0	0.7	0.2	1.6	2.3
	# Change	+95	46	49	39	1	6	4	1	-4	1	-1	-1
	Distribution % Change		-0.6	4.5	1.6	-1.9	-0.8	0.2	-0.6	-1.4	0.2	-0.8	-1.0
	Subgroup % Change	28.6	27.1	47.1	34.5	3.1	17.6	36.4	8.3	-57.1	100.0	-12.5	-9.1
What employment number's would look like according to the CLF		427	67	289	48	41	14	20	4	5	1	4	1
Total number needed to equal the CLF			-149	136	-104	8	-26	5	-9	2	0	-3	-9
Blue-collar	CLF %		14.1	65.4	9.8	9.1	2.2	8.7	1.5	1.7	0.5	0.8	0.2
	FY 2001	9	0	7	0	1	0	1	0	0	0	0	0
	Distribution %		0.0	77.8	0.0	11.1	0.0	11.1	0.0	0.0	0.0	0.0	0.0
	FY 2002	9	0	6	0	1	0	2	0	0	0	0	0
	Distribution %		0.0	66.7	0.0	11.1	0.0	22.2	0.0	0.0	0.0	0.0	0.0
	# Change	0	0	-1	0	0	0	1	0	0	0	0	0
	Distribution % Change	0.0	0.0	-11.1	0.0	0.0	0.0	11.1	0.0	0.0	0.0	0.0	0.0
	Subgroup % Change	0.0	0.0	-14.3	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
What employment number's would look like according to the CLF		9	1	6	1	1	0	1	0	0	0	0	0
Total number needed to equal the CLF			1	0	1	0	0	-1	0	0	0	0	0

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 2. Change in Work Force Demographics by PATCOB (Continued)													
Natural Resources Conservation Service													
Data includes employees workforce as of September 21, 2002													
PATCOB Category	Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native		
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL	CLF %		46.0	42.9	35.3	4.9	5.4	4.8	3.3	1.5	1.3	0.3	0.3
	FY 2001	11,273	3,244	6,886	2,626	580	369	280	121	61	32	222	96
	Distribution %		28.8	61.1	23.3	5.1	3.3	2.5	1.1	0.5	0.3	2.0	0.9
	FY 2002	11,827	3,485	7,179	2,846	581	379	294	132	62	34	226	94
	Distribution %		29.5	60.7	24.1	4.9	3.2	2.5	1.1	0.5	0.3	1.9	0.8
	# Change	+554	241	293	220	1	10	14	11	1	2	4	-2
	Distribution % Change		0.7	-0.4	0.8	-0.2	-0.1	0.0	0.0	0.0	0.0	-0.1	-0.1
	Subgroup % change	4.9	7.4	4.3	8.4	0.2	2.7	5.0	9.1	1.6	6.3	1.8	-2.1
What employment #'s would look like according to the CLF		11,827	5,440	5,075	4,175	580	639	568	390	177	154	35	35
Total # Needed to equal the CLF			1,955	-2,104	1,329	-1	260	274	258	55	120	-191	-59

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

**Under Representation in NRCS Work Force
By
Race, Sex, and National Origin
Compared to PATCOB CLF Percentage**

Table 3. Areas of Under Representation in NRCS Work force compared to the National CLF												
PATCOB Category	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professional CLF %</i>		37.0	54.7	30.3	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
Professional Work force %	7,579	19.9	69.4	17.2	5.6	1.4	2.6	0.7	0.5	0.2	2.0	0.5
<i>Administrative CLF %</i>		50.0	42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3
Administrative Work force %	874	60.8	31.4	44.1	4.5	12.2	1.6	2.1	1.0	1.0	0.8	1.4
<i>Technical CLF %</i>		54.9	36.1	42.9	3.6	6.6	3.2	3.4	1.9	1.6	0.4	0.4
Technical Work force %	2,506	32.5	58.7	26.3	3.2	3.5	2.7	1.4	0.4	0.2	2.6	1.0
<i>Clerical CLF %</i>		80.5	14.0	63.4	2.8	9.6	1.7	5.2	0.8	1.9	0.1	0.5
Clerical Work force %	432	96.1	3.2	79.9	0.7	9.7	0.0	3.5	0.0	1.2	0.0	1.9
<i>Other CLF %</i>		15.7	67.6	11.2	9.7	3.2	4.8	1.0	1.2	0.3	0.9	0.2
Other Work force %	427	50.6	35.8	35.6	7.7	9.4	3.5	3.0	0.7	0.2	1.6	2.3
<i>Blue-collar CLF %</i>		14.1	65.4	9.8	9.1	2.2	8.7	1.5	1.7	0.5	0.8	0.2
Blue-collar Work force %	9	0.0	66.7	0.0	11.1	0.0	22.2	0.0	0.0	0.0	0.0	0.0

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 4. Employment Level Percentages Below & Above the Civilian Labor Force Rate by PATCOB for FY 2002 and the number of Employees needed (+ or -) to equal the CLF

PATCOB Category	White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Professional										
% Below CLF	13.1		1.8		0.7	3.0	1.7			
# Needed to = CLF	992		139		56	224	130			
% Above CLF		3.2		0.5				1.8	0.3	
# Over CLF		244		36				133	23	
Administrative										
% Below CLF				1.0	0.5	0.4	0.4			
# Needed to = CLF				9	5	3	3			
% Above CLF	3.7	0.9	6.9					0.5	1.1	
# Over CLF	32	8	61					4	9	
Technical										
% Below CLF	16.6	0.4	3.1	0.5	2.0	1.5	1.4			
# Needed to = CLF	415	11	78	12	49	39	35			
% Above CLF								2.2	0.6	
# Over CLF								54	16	
Clerical										
% Below CLF		2.1		1.7	1.7	0.8	0.7	0.1		
# Needed to = CLF		9		7	7	3	3	1		
% Above CLF	16.5		0.1						1.4	
# Over CLF	71		1						6	
Other										
% Below CLF		2.0		1.3		0.5	0.1			
# Needed to = CLF		8		5		2	0			
% Above CLF	24.4		6.2		2.0			0.7	2.1	
# Over CLF	104		26		9			3	9	
Blue-collar										
% Below CLF	9.8		2.2		1.5	1.7	0.5	0.8	0.2	
# Needed to = CLF	1		0		0	0	0	0	0	
% Above CLF		2.0		13.5						
# Over CLF		0		1						
Total										
% Below CLF	11.2	0.0	2.2	2.5	2.2	1.0	1.0			
# Needed to = CLF	1,329		260	274	258	55	120			
% Above CLF		0.0						1.6	0.5	
# Over CLF								191	59	

Synopsis of Work Force Demographics by PATCOB

NRCS experienced an increase of 554 employees during FY 2002. The largest net increase in employment was in the Professional Occupational Category of 342 employees, followed by Technical Occupational Category of 76 employees. The Administrative workforce increased by 25, employees and the Clerical workforce increased by 16 employees, while Blue-collar employees remained at 9. The Other Occupational Category, which is predominately made up of Student Trainees, increased by 95 students from the previous fiscal year (see Table 2).

NRCS continues to make progress in dealing with women and minority under-representation. Female representation has increased by 0.7 percent, bringing its total distribution to 29.5 percent of the workforce. However, when compared to the 1990 Census Civilian Labor Force data, the 29.5 percent is well below the national average of 46 percent. White females increased their representation by 0.8%. Black males representation was decreased by -0.2 percent, however distribution in the NRCS workforce equals the CLF of 4.9 percent. Black females also saw a slight decrease in representation by -0.1 percent, bringing their totals to 3.2 percent. Hispanic males and Hispanic females increased their numbers in the workforce; however, their representation remained unchanged. Asian American/Pacific Islander, males and females, increased ever so slightly, and their representation also remained unchanged. American Indian/Alaska Native males and females decreased slightly in the number of employees; however, their representation in the NRCS workforce continues to be appreciably higher than the CLF.

Professional Employment

During FY 2002, NRCS's Professional workforce increased by 342 employees, going from 7,237 to 7,579. All EEO groups experienced an increase in the total number of employees. However, White females, Black females, Hispanic females and Asian American/Pacific Islander males and females remain below the CLF. Table 3 provides a breakdown of the employment level by percentages, and the number of employees in NRCS is below or above the CLF. In the Professional Job Category, White females show the highest under representation rate, which is 13.1 percent below the CLF.

Administrative

NRCS's Administrative workforce went from 849 to 874 in FY 2002, increasing by 25 employees. Hispanic males and females, as well as Asian American/Pacific Islander males and females remained below the CLF. Black female representation appears to be a bit slanted, at 12.2 percent of the workforce, which is 6.9 percent above the CLF.

Technical

During FY 2002, NRCS Technical workforce increased by 76 employees, going from 2,430 in FY 2001 to 2,506. Although each EEO group experienced an increase, except for Black males, Hispanic females, and American Indian/Alaska Native females, White females are below the

CLF by 16.6 percent as well as Black women by 3.1 percent. All EEO groups remained below the CLF, except for American Indian/Alaska Native males and females.

Clerical

NRCS's Clerical workforce, which is made up of 96.1 percent females, increased by 16 employees, going from 416 in FY 2001 to 432 in FY 2002. However, all EEO groups are below the CLF except for White females, which are 16.5 percent above the CLF, Black females at 0.1 percent above the CLF and American Indian Alaska Native females which are 1.4 percent above the CLF. There are no Hispanic males, Asian American/Pacific Islander males or American Indian/Alaska Native males employed in this job category.

Other

During FY 2002, NRCS employees in the Other workforce category, which consists of various job occupations for student trainees, increased by 95 people, going from 332 in FY 2001 to 427 in FY 2002, which increased their representation in the workforce to 28.6 percent. All EEO groups experienced an increase in employees, except for Asian American/Pacific Islander males, as well as, American Indian/Alaska Native males and females.

Blue-Collar

NRCS's Blue-collar workforce remained unchanged at 9 employees during FY 2002, consisting of 6 White males, 1 Black male and 2 Hispanic males. No other EEO groups are represented in this job category.

Table 4 offers information on NRCS' employment level percentages that are above and below the CLF by PATCOB and based on the total workforce population, the number of employees that would be required to equal the CLF in each EEO group. White women overall show the highest under representation rate, which is 11.2 percent below the CLF. Asian American/Pacific Islander males and females are under represented in all PATCOB categories.



Summary Analysis of Work Force
By Major Occupations

Summary Analysis of Work Force by Major Occupations

A major occupational series is defined by EEOC as any series that is comprised of 100 or more employees. The following chart exhibits the most populous occupational series within NRCS. Refer to Table 7 for a more specific breakdown.

Table 5. Major Occupation	Total NRCS Employees
PROFESSIONAL	
<i>0457 – Soil Conservation</i>	4,139
<i>0470 – Soil Science</i>	929
<i>0401 – General Biological Science</i>	851
<i>0810 – Civil Engineering</i>	537
<i>0454 – Rangeland Management Specialist</i>	261
<i>0890 – Agriculture Engineering</i>	224
<i>0471 – Agronomy</i>	132
ADMINISTRATIVE	
<i>0334 – Computer Specialist</i>	192
<i>2219 – Information Technology Spec.</i>	125
TECHNICAL	
<i>0458 – Soil Conservation Technician</i>	1,400
<i>0802 – Engineering Technician</i>	459
<i>0303 – Miscellaneous Clerk & Assistant</i>	234
CLERICAL	
<i>0318 – Secretary</i>	280
OTHER	
<i>0499 – Biological Science Student Trainee</i>	351

NRCS recognizes fourteen (14) major occupational series, which have 100 employees or more, and are listed above in Table 5. By the end of FY 2002, employment in these major occupations equaled 10,114 employees and constituted a total of 85.5 percent of the workforce. The two largest are the Soil Conservationist series, which has 4,139 employees, and Soil Conservationist Technician with 1,400 employees.

Table 6. Professional Major Occupational Series with Under Representation

Major Occupation by Series and Title	Under represented of EEO group according to the National CLF data
PROFESSIONAL	
<i>0457 – Soil Conservation</i>	Females: White, Black, Hispanic, AA/PI Males: AA/PI
<i>0470 – Soil Science</i>	Females: White, Black, Hispanic, AA/PI, AI/AN Males: Hispanic, AA/PI
<i>0401 – General Biological Science</i>	Females: White, Black, Hispanic, AA/PI Males: AA/PI
<i>0810 – Civil Engineering</i>	Females: Whites, Black, Hispanic, AA/PI Males: Black, Hispanic, AA/PI
<i>0454 – Rangeland Management Specialist</i>	Females: White, Black, Hispanic, AA/PI Males: Black, AA/PI
<i>0890 – Agriculture Engineering</i>	Females: White, Black, Hispanic, AA/PI Males: AA/PI
<i>0471 – Agronomy</i>	Females: White, Black, Hispanic, AA/PI, AI/AN Males: Black, AA/PI
ADMINISTRATIVE	
<i>0334 – Computer Specialist</i>	Females: White, Hispanic, AA/IP Males: Black, Hispanic
<i>2210 – Information Technology Specialist</i>	Females: White, Black, Hispanic, AA/IP, AI/AN Males: Black, Hispanic, AA/PI
TECHNICAL	
<i>0458 – Soil Conservation Technician</i>	Females: White, Black, Hispanic, AA/PI Males: Black, Hispanic, AA/PI
<i>0802 – Engineering Technician</i>	Females: White, Black, Hispanic, AA/PI, AI/AN Males: AA/PI
<i>0303 – Miscellaneous Clerk & Assistant</i>	Female: AA/PI Males: White, Black, Hispanic, AA/PI
CLERICAL	
<i>0318 – Secretary</i>	Females: Hispanic, AA/PI Males: White, Black, Hispanic, AA/PI, AI/AN
OTHER	
<i>0499 – Biological Science Student Trainee</i>	Females: AA/PI Males: White, Black, Hispanic,

Table 6 identifies under representation for women and minority groups by major occupational series. The Professional job occupations illustrates under representation for all female groups except American Indian/Alaska Native. Asian American/Pacific Islander males are under represented in all major occupational categories, while Black males and Hispanic males also indicate under represented in many series.

Synopsis of Work Force Demographics by Major Occupational Series

NRCS' Administrative job occupations indicate under representation for most EEO groups, however these percentages represent a change in job categories that have been combined in some fashion over the past fiscal year (i.e. Computer Specialists converting to Information Technology Specialists, etc.)

In the Technical job occupations, series such as Soil Conservation Technician and Engineering Technicians, females are for the most part under represented in all EEO groups. Black, Hispanic and Asian American/Pacific Islander males are also under represented.

Clerical job occupations show under representation of Hispanic and Asian American/Pacific Islander females, and by nature of the job occupation, which is predominantly held by women, all males show low numbers.

Student Trainees, which are hired under the Other job occupations, are under represented by Asian American/Pacific Islander female students, as well as Black and Hispanic males.

The largest disproportion of minority group representation, by Major Occupational Series, appears with Asian America/Pacific Islander female employees, who are under represented in all of NRCS Major Occupational series, followed by Hispanic females and Asian American/Pacific Islander males.

Table 7 provides detailed information for each major occupation in the Professional job categories by EEO group and compares the National Civilian Labor Force (CLF) to the National Professional Labor Force (PLF). It also includes the following overall information:

- National Civilian Labor Force percentages by PATCOB;
- NRCS workforce for FY 2001;
- FY 2001 percentage distribution;
- NRCS workforce for FY 2002;
- FY 2002 percentage distribution;
- Change in workforce numbers from FY 2001 to FY 2002;
- Change in workforce percentages from FY 2001 to FY 2002;
- Change in the Subgroup workforce percentages;
- What employment numbers would look like according to the CLF;
- Total number of employees needed in order for NRCS to equal the CLF;
- National Professional Labor Force Percentages;
- What employment numbers would look like according to the PLF; and
- Total number of employees needed in order for NRCS to equal the PLF.

Table 8 provides detailed information for each major occupation in NRCS workforce with 100 employees or more by Administrative, Technical, Clerical, Other and EEO group and includes the following information:

- National Civilian Labor Force percentages by PATCOB;
- NRCS workforce for FY 2001;
- FY 2001 percentage distribution;
- NRCS workforce for FY 2002;
- FY 2002 percentage distribution;
- Change in workforce numbers from FY 2001 to FY 2002;
- Change in workforce percentages from FY 2001 to FY 2002;
- Change in the Subgroup workforce percentages;
- What employment numbers would look like according to the CLF; and
- Total number of employees needed in order for NRCS to equal the CLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0457	FY 2001	3,938	788	2,705	681	258	56	91	23	15	6	81	22
Soil Conservationist	Distribution %		20.0	68.7	17.3	6.6	1.4	2.3	0.6	0.4	0.2	2.1	0.6
	FY 2002	4,139	878	2,806	759	254	57	102	30	16	9	83	23
	Distribution %		21.2	67.8	18.3	6.1	1.4	2.5	0.7	0.4	0.2	2.0	0.6
	# Change	+201	90	101	78	-4	1	11	7	1	3	2	1
	Distribution % Change		1.2	-0.9	1.0	-0.5	0.0	0.2	0.1	0.0	0.0	-0.1	0.0
	Subgroup % Change	5.1	11.4	3.7	11.5	-1.6	1.8	12.1	30.4	6.7	50.0	2.5	4.5
What employment numbers would look like according to the National CLF		4,139	1,531	2,264	1,254	99	132	87	58	145	79	8	8
Total number needed to equal the National CLF			653	-542	495	-155	75	-15	28	129	70	-75	-15
Forestry & Conservation Scientist PLF%			13.2%	79.7%	12.0%	2.6%	0.5%	2.2%	0.4%	0.6%	0.2%	1.6%	0.2%
0457 Soil Conservationist	FY 2002 Distribution %		21.2	67.8	18.3	6.1	1.4	2.5	0.7	0.4	0.2	2.0	0.6
What employment numbers would look like according to the Forestry & Conservation Scientist Series data on the PLF		4,139	546	3,299	497	108	21	91	17	25	8	66	8
Total number needed to equal the Forestry & Conservation Scientist PLF			-332	493	-262	-146	-36	-11	-13	9	-1	-17	-15

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0470	FY 2001	912	103	707	94	67	5	15	3	5	0	15	1
Soil Scientist	Distribution %		11.3	77.5	10.3	7.3	0.5	1.6	0.3	0.5	0.0	1.6	0.1
	FY 2002	929	111	717	100	69	8	13	3	5	0	14	0
	Distribution %		11.9	77.2	10.8	7.4	0.9	1.4	0.3	0.5	0.0	1.5	0.0
	# Change	+17	8	10	6	2	3	-2	0	0	0	-1	-1
	Distribution % Change		0.6	-0.3	0.5	0.1	0.4	-0.2	0.0	0.0	0.0	-0.1	-0.1
	RNO Column % Change	1.9	7.8	1.4	6.4	3.0	60.0	-13.3	0.0	0.0	0.0	-6.7	-100.0
What employment numbers would look like according to the National CLF		929	344	508	281	22	30	20	13	33	18	2	2
Total number needed to equal the National CLF			233	-209	181	-47	22	7	10	28	18	-12	2
Agriculture & Food Scientist Series CLF%			26.7%	65.2%	22.7%	2.4%	1.7%	3.2%	1.0%	2.3%	1.1%	0.2%	0.1%
0470 – Soil Scientist	FY 2002 Distribution %		11.9	77.2	10.8	7.4	0.9	1.4	0.3	0.5	0.0	1.5	0.0
What employment numbers would look like according to the Agriculture & Food Scientists Series PLF		929	248	606	211	22	16	30	9	21	10	2	1
Total number needed to equal the Agriculture & Food Scientist PLF			137	-111	111	-47	8	17	6	16	0	-12	1

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0401	FY 2001	813	142	547	120	67	11	37	3	1	2	19	6
Gen.	Distribution %		17.5	67.3	14.8	8.2	1.4	4.6	0.4	0.1	0.2	2.3	0.7
Biological	FY 2002	851	153	571	136	68	8	36	3	2	0	21	6
Scientist	Distribution %		18.0	67.1	16.0	8.0	0.9	4.2	0.4	0.2	0.0	2.5	0.7
	# Change	+38	11	24	16	1	-3	-1	0	1	-2	2	0
	Distribution % Change		0.5	-0.2	1.2	-0.2	-0.5	-0.4	0.0	0.1	-0.2	0.2	0.0
	RNO Column % Change	4.7	7.7	4.4	13.3	1.5	-27.3	-2.7	0.0	50.0	-100.0	10.5	0.0
What employment #'s would look like according to the CLF		851	315	466	258	20	27	18	12	30	16	2	2
Total # Needed to equal the CLF			162	-105	122	-48	19	-18	9	28	16	-19	-4
Biological & Life Scientists CLF %			41.7%	50.4%	34.8%	1.8%	2.1%	1.8%	1.4%	3.9%	3.4%	0.3%	0.1%
0401- Gen. Biological Scientist FY 2002 Dist. %			18.0	67.1	16.0	8.0	0.9	4.2	0.4	0.2	0.0	2.5	0.7
What employment numbers would look like according to the Biological & Life Scientist Series PLF		851	355	429	296	15	18	15	12	33	29	3	1
Total number needed to equal the Biological & Life Scientist PLF			202	-142	160	-53	10	-21	9	31	29	-18	-5

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0810	FY 2001	513	62	416	48	5	5	12	5	8	1	10	3
Civil	Distribution %		12.1	81.1	9.4	1.0	1.0	2.3	1.0	1.6	0.2	1.9	0.6
Engineering	FY 2002	537	75	426	57	7	8	10	6	8	1	11	3
	Distribution %		14.0	79.3	10.6	1.3	1.5	1.9	1.1	1.5	0.2	2.0	0.6
	# Change	+24	13	10	9	2	3	-2	1	0	0	1	0
	Distribution % Change		1.9	-1.8	1.2	0.3	0.5	-0.4	0.1	-0.1	0.0	0.1	0.0
	RNO Column % Change	4.7	21.0	2.4	18.7	40.0	60.0	-16.7	20.0	0.0	0.0	10.0	0.0
What employment #'s would look like according to the CLF		537	199	294	163	13	17	11	7	18	10	1	1
Total # Needed to equal the CLF			124	-132	106	6	9	1	1	10	9	-10	2
Civil Engineers Occupational CLF %			7.0%	79.2%	5.5%	2.7%	0.4%	3.3%	0.3%	7.4%	0.7%	0.3%	0.0%
0810 – Civil Engineer FY 2002 Distribution %			14.0	79.3	10.6	1.3	1.5	1.9	1.1	1.5	0.2	2.0	0.6
What employment numbers would look like according to the Civil Engineers Series PLF		537	38	425	30	14	2	18	2	40	4	2	0
Total number needed to equal the Civil Engineers PLF			-37	-1	-27	7	-6	8	-4	32	3	-9	-3

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0454	FY 2001	237	60	156	57	0	0	14	2	1	0	6	1
Rangeland	Distribution %		25.3	65.8	24.1	0.0	0.0	5.9	0.8	0.4	0.0	2.5	0.4
Management	FY 2002	261	64	173	62	1	0	14	0	1	0	8	2
Specialist	Distribution %		24.5	66.3	23.8	0.4	0.0	5.4	0.0	0.4	0.0	3.1	0.8
	# Change	+24	4	17	5	1	0	0	-2	0	0	2	1
	Distribution % Change		-0.8	0.5	-0.3	0.4	0.0	-0.5	-0.8	0.0	0.0	0.6	0.4
	RNO Column % Change	10.1	6.6	10.9	8.7	100.0	0.0	0.0	-100.0	0.0	0.0	33.3	100.0
What employment #'s would look like according to the CLF		261	97	143	79	2	8	5	4	9	5	1	1
Total # Needed to equal the CLF			33	-30	17	1	8	-9	4	8	5	-7	-1
Forestry & Conservation Scientist PLF%			13.2%	79.7%	12.0%	2.6%	0.5%	2.2%	0.4%	0.6%	0.2%	1.6%	0.2%
0454 – Rangeland Mgmt.	FY 2002 Distribution %		24.5	66.3	23.8	0.4	0.0	5.4	0.0	0.4	0.0	3.1	0.8
What employment numbers would look like according to the Forestry & Conservation Scientist Series PLF		261	34	208	31	7	1	6	1	2	1	4	1
Total number needed to equal the Forestry & Conservation Scientist PLF			-30	35	-31	6	1	-8	1	1	1	-4	-1

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0890	FY 2001	204	40	144	35	6	2	8	1	5	1	1	1
Agricultural	Distribution %		19.6	70.6	17.2	2.9	1.0	3.9	0.5	2.5	0.5	0.5	0.5
Engineer	FY 2002	224	49	152	44	7	1	8	1	7	1	1	2
	Distribution %		21.9	67.9	19.6	3.1	0.4	3.6	0.4	3.1	0.4	0.4	0.9
	# Change	+20	9	8	9	1	-1	0	0	2	0	0	1
	% Change		2.3	-2.7	2.4	0.2	-0.6	-0.3	-0.1	0.6	-0.1	-0.1	0.4
	RNO Column % Change	9.8	22.5	5.5	25.7	16.7	-50.0	0.0	0.0	40.0	0.0	0.0	100.0
What employment #'s would look like according to the CLF		224	83	122	68	5	7	5	3	8	4	1	1
Total # Needed to equal the CLF			34	-30	24	-2	6	-3	2	1	3	0	-1
Agricultural Engineers Occupational PLF %			6.3%	85.6%	4.5%	1.3%	0.8%	3.9%	0.0%	3.0%	1.0%	0.0%	0.0%
0890 – Agricultural Eng. FY 2002 Distribution %			21.9	67.9	19.6	3.1	0.4	3.6	0.4	3.1	0.4	0.4	0.9
What employment #'s would look like according to the Agricultural Engineer PLF		224	14	192	10	3	2	9	0	7	2	0	0
Total # needed to equal the Agricultural Engineer PLF			-35	40	-34	-4	1	1	-1	0	1	-1	-2

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 7. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Professional Job Categories are also compared to their specific Occupational Category Professional Labor Force (PLF) Percentage													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional National CLF %			37.0%	54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
0471	FY 2001	137	18	110	17	2	0	3	1	0	0	4	0
Agronomy	Distribution %		13.1	80.3	12.4	1.5	0.0	2.2	0.7	0.0	0.0	2.9	0.0
	FY 2002	132	15	106	14	3	0	4	1	0	0	4	0
	Distribution %		11.4	80.3	10.6	2.3	0.0	3.0	0.8	0.0	0.0	3.0	0.0
	# Change	-5	-3	-4	-2	1	0	1	0	0	0	0	0
	% Change		-1.7	0.0	-1.8	0.8	0.0	0.8	0.1	0.0	0.0	0.1	0.0
	Subgroup % Change	-3.6	-16.7	-3.6	-11.8	50.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
What employment #'s would look like according to the CLF		132	49	72	40	3	4	3	2	5	3	0	0
Total # Needed to equal the CLF			34	-34	26	0	4	-1	1	5	3	-4	0
Agricultural & Food Scientist CLF %			26.7%	65.2%	22.7%	2.4%	1.7%	3.2%	1.0%	2.3%	1.1%	0.2%	0.1%
What employment numbers would look like according to the Agricultural & Food Scientist PLF		132	35	86	30	3	2	4	1	3	1	0	0
Total number needed to equal the Agricultural & Food Scientist PLF			20	-20	16	0	2	0	0	3	1	-4	0

Note: Bold percentages indicate under representation for the EEO group compared to the CLF and the PLF.

Table 8. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees													
Job Occupations are compared to the National CLF %													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Administrative CLF %			50%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
0334	FY 2001	298	145	134	116	6	22	5	3	5	3	3	1
Computer Specialist	Distribution %		48.7	45.0	38.9	2.0	7.4	1.7	1.0	1.7	1.0	1.0	0.3
	FY 2002	192	98	81	78	5	16	2	1	4	2	2	1
	Distribution %		51.0	42.2	40.6	2.6	8.3	1.0	0.5	2.1	1.0	1.0	0.5
	# Change	-106	-47	-53	-38	-1	-6	-3	-2	-1	-1	-1	0
	Distribution % Change		2.3	-2.8	1.7	0.6	0.9	-0.7	-0.5	0.4	0.0	0.0	0.2
	Subgroup % Change	-35.6	-32.4	-39.6	-32.8	-16.6	-27.3	-60.0	-66.6	-20.0	-33.3	-33.3	0.0
What employment #'s would look like according to the CLF		192	96	81	78	7	10	5	5	3	3	1	1
Total # needed to equal the CLF			-2	0	0	2	-6	3	4	-1	1	-1	0
2210	FY 2001	2	1	1	0	0	1	0	0	0	0	0	0
Information Technology Specialist	Distribution %		50.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
	FY 2002	125	52	65	43	3	6	3	2	1	1	1	0
	Distribution %		41.6	52.0	34.4	2.4	4.8	2.4	1.6	0.8	0.8	0.8	0.0
	# Change	+123	51	64	43	3	5	3	2	1	1	1	0
	Distribution % Change		-8.4	2.0	34.4	2.4	-45.2	2.4	1.6	0.8	0.8	0.8	0.0
	Subgroup % Change *	6,150.0	5,100.0	6,400.0	**N	**N	500.0	**N	**N	**N	**N	**N	**N
What employment #'s would look like according to the CLF		123	62	52	50	4	7	3	3	2	2	0	0
Total number needed to equal the CLF			10	-13	7	1	1	0	1	1	1	-1	0

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

* Percentages represent an artificial increase, as some job categories were combined in some fashion.

** N = increase from zero.

Table 8. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Job Occupations are compared to the National CLF %													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Technical CLF %			54.9%	36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
0458	FY 2001	1,346	271	948	247	47	5	30	7	5	1	45	11
Soil	Distribution %		20.1	70.4	18.4	3.5	0.4	2.2	0.5	0.4	0.1	3.3	0.8
Conservation	FY 2002	1,400	286	986	259	43	6	32	9	7	1	46	11
Technician	Distribution %		20.4	70.4	18.5	3.1	0.4	2.3	0.6	0.5	0.1	3.3	0.8
	# Change	+54	15	38	12	-4	1	2	2	2	0	1	0
	Distribution % Change		0.3	0.0	0.1	-0.4	0.0	0.1	0.1	0.1	0.0	0.0	0.0
	Subgroup % Change	4.0	5.5	4.0	4.8	-8.5	20.0	6.6	28.6	40.0	0.0	2.2	0.0
What employment #'s would look like according to the CLF		1,400	769	505	601	50	92	45	48	27	22	6	6
Total # needed to equal the CLF			483	-481	342	7	86	13	39	20	21	-40	-5
0802	FY 2001	433	35	342	35	20	0	24	0	1	0	11	0
Engineering	Distribution %		8.1	79.0	8.1	4.6	0.0	5.5	0.0	0.2	0.0	2.5	0.0
Technician	FY 2002	459	40	363	40	19	0	23	0	1	0	13	0
	Distribution %		8.7	79.1	8.7	4.1	0.0	5.0	0.0	0.2	0.0	2.8	0.0
	# Change	+26	5	21	5	-1	0	-1	0	0	0	2	0
	Distribution % Change		0.6	0.1	0.6	-0.5	0.0	-0.5	0.0	0.0	0.0	0.3	0.0
	Subgroup % Change	6.0	14.3	6.1	14.3	-5.0	0.0	-4.2	0.0	0.0	0.0	18.2	0.0
What employment #'s would look like according to the CLF		459	252	166	197	17	30	15	16	9	7	2	2
Total # needed to equal the CLF			212	-197	157	-2	30	-8	16	8	7	-11	2

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 8. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Job Occupations are compared to the National CLF %													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Technical CLF %			54.9%	36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	1.9%	1.6%	0.4%	0.4%
0303	FY 2001	235	225	5	156	4	46	0	13	0	2	1	8
Miscellaneous	Distribution %		95.7	2.1	66.4	1.7	19.6	0.0	5.5	0.0	0.9	0.4	3.4
Clerk & Assistant	FY 2002	234	224	5	159	4	45	0	10	0	3	1	7
	Distribution %		95.7	2.1	67.9	1.7	19.2	0.0	4.3	0.0	1.3	0.4	3.0
	# Change	-1	-1	0	3	0	-1	0	-3	0	1	0	-1
	Distribution % Change	-0.4	0.0	0.0	1.5	0.0	-0.4	0.0	-1.2	0.0	0.4	0.0	-0.4
	Subgroup % Change		0.4	0.0	1.9	0.0	2.2	0.0	23.1	0.0	50.0	0.0	-12.5
What employment #'s would look like according to the CLF		234	128	84	100	8	15	7	8	4	4	1	1
Total # Needed to equal the CLF			-96	79	-59	4	-30	7	-2	4	1	0	-6
Clerical CLF %			80.5%	14.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%
0318	FY 2001	273	270	3	217	0	34	0	8	0	5	0	6
Secretary	Distribution %		98.9	1.1	79.5	0.0	12.5	0.0	2.9	0.0	1.8	0.0	2.2
	FY 2002	280	278	2	227	0	31	0	11	0	4	0	5
	Distribution %		99.3	0.7	81.1	0.0	11.1	0.0	3.9	0.0	1.4	0.0	1.8
	# Change	7	8	-1	10	0	-3	0	3	0	-1	0	-5
	Distribution % Change		0.4	-0.4	1.6	0.0	-1.4	0.0	1.0	0.0	-0.4	0.0	-0.4
	Subgroup % Change	2.6	3.0	-33.3	4.6	0.0	-8.8	0.0	37.5	0.0	-20.0	0.0	-83.3
What employment #'s would look like according to the CLF		280	225	39	177	8	27	5	15	2	5	0	1
Total # needed to equal the CLF			-53	37	-50	8	-4	5	4	2	1	0	-4

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.

Table 8. Change in NRCS Work Force Profile by Major Job Categories with 100 or more Employees (Continued)													
Job Occupations are compared to the National CLF %													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
PATCOB Category and Major Occupation		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Other CLF %			15.7%	67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%
0499	FY 2001	273	147	81	96	25	32	8	11	5	0	7	8
Biological	Distribution %		53.8	29.7	35.2	9.2	11.7	2.9	4.0	1.8	0.0	2.6	2.9
Science	FY 2002	351	184	122	125	30	38	10	12	1	1	4	8
Student	Distribution %		52.4	34.8	35.6	8.5	10.8	2.8	3.4	0.3	0.3	1.1	2.3
Trainee	# Change	+78	37	41	29	5	6	2	1	-4	1	-3	0
	Distribution % Change		-1.4	5.1	0.4	-0.7	-0.9	-0.1	-0.6	-1.5	-0.3	-1.5	-0.6
	Subgroup % Change	28.6	25.2	50.6	30.2	20.0	18.8	25.0	9.1	-80.0	100.0	42.9	0.0
What employment #'s would look like according to the CLF		351	55	237	39	34	11	17	3	4	1	3	1
Total # needed to equal the CLF			-129	115	-86	4	-27	7	-9	3	0	-1	-7

Note: Bold percentages indicate under representation for that EEO group compared to the CLF.



Summary Analysis of Work Force

By Grade Grouping

Summary Analysis of Work Force by Grade Grouping

NRCS workforce at the end of FY 2002, consisted of 11,827 permanent full-time and permanent part-time employees.

Table 9. Grade Grouping

Grade Grouping	Employees	Percent
GS 1-4	506	4.3
GS 5-8	2,972	25.1
GS 9-12	7,236	61.2
GS 13	619	5.2
GS 14	304	2.6
GS 15	152	1.3
GS 18 and SES	28	0.2
TOTAL	11,827	100.0

The majority of NRCS's workforce is made up of employees serving at the GS-9 through GS-12 pay grades.

Table 10 offers detailed information for each GS grade grouping, broken down by EEO group, and includes the following information:

- Number of Employees in FY 2001;
- FY 2001 percentage distribution by EEO group;
- Number of Employees in FY 2002;
- FY 2002 percentage distribution by EEO group;
- Change in workforce comparison from FY 2001 to FY 2002;
- Percentage change in workforce distribution from FY 2001 to FY 2002; and
- Percentage change to the specific subgroup.

In pay grades GS 1-4, Hispanic males increased their representation, while all other targeted groups experienced a decrease. Pay grades GS 5-8 experienced slight increases in representation or remained unchanged, except for Black males and Black female, which decreased. White females and Black females at the GS 9-12 group, saw increases, while Black males experienced a decrease; all others remaining unchanged. The GS-13 grade level experienced increases for White females, Black males, Hispanic males and Asian American /Pacific Islander males; all others remained unchanged or decreased. At the GS-14 level, White females and Black females increased, while all other groups decreased. GS-15 saw an increase for White females, Black males, Hispanic males, Asian American Pacific Islander males and American Indian Alaska Native males at a marginal rate. Senior Executive Service experienced a decrease or remained at zero for all targeted EEO groups.

White females experienced the only increase in overall representation.

Table 11 offers information on NRCS' workforce percentage distribution by grade groupings and EEO group. Each grade grouping indicates the percentage distribution across the EEO group. Additionally, for each EEO group, it shows the percentage distribution by GS grade. For example, Black females make up 2.2 percent of all GS 9-12 employees. It also shows that of all Black females in NRCS' workforce, 41.7 percent are in the GS 9-12 grade grouping.

Table 11 also shows the majority of the workforce for all EEO groups is at the GS 9-12 level, except for Hispanic females, which are showing a higher representation at the GS 5-8 grade grouping.

Table 10. Change in NRCS Work Force Profile by Grade Grouping													
Natural Resources Conservation Service													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
Pay Grade		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	FY 2001	390	224	118	168	25	27	10	10	5	1	8	18
GS 1-4	Distribution %		57.4	30.3	43.1	6.4	6.9	2.6	2.6	1.3	0.3	2.1	4.6
	FY 2002	506	263	188	205	31	33	15	12	3	1	6	12
	Distribution %		52.0	37.2	40.1	6.1	6.5	3.0	2.4	0.6	0.2	1.2	2.4
	# Change	+116	39	70	37	6	6	5	2	-2	0	-2	-6
	Distribution % Change		-5.4	6.9	-3.0	-0.3	-0.4	0.4	-0.2	-0.7	-0.1	-0.9	-2.2
	Subgroup % Change	30.0	17.4	59.3	22.0	24.0	22.0	50.0	20.0	-40.0	0.0	-25.0	-33.3
	FY 2001	2,716	1,169	1,313	944	104	135	57	52	10	10	63	28
GS 5-8	Distribution %		43.0	48.3	34.8	3.8	5.0	2.1	2.0	0.4	0.4	2.3	1.0
	FY 2002	2,972	1,281	1,451	1,050	97	129	62	61	12	12	69	29
	Distribution %		43.1	48.8	35.3	3.3	4.3	2.1	2.1	0.4	0.4	2.3	1.0
	# Change	+256	112	138	106	-7	-6	5	9	2	2	6	1
	Distribution % Change		0.1	0.5	0.5	-0.5	-0.7	0.0	0.1	0.0	0.0	0.0	0.0
	Subgroup % Change	9.4	9.6	10.5	11.2	-6.7	-4.4	8.8	17.3	20.0	20.0	9.5	3.6
	FY 2001	7,067	1,610	4,769	1,349	344	146	180	51	35	18	129	46
GS 9-12	Distribution %		22.8	67.5	19.1	4.9	2.1	2.5	0.7	0.5	0.3	1.8	0.7
	FY 2002	7,236	1,694	4,852	1,417	342	158	184	51	34	19	130	49
	Distribution %		23.4	67.1	20.0	4.7	2.2	2.5	0.7	0.5	0.3	1.8	0.7
	# Change	+169	84	83	68	-2	12	4	0	-1	1	1	3
	Distribution % Change		0.6	-0.4	0.9	-0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
	Subgroup % Change	2.4	5.2	1.7	5.0	-0.6	8.2	2.2	0.0	-2.9	5.5	0.8	6.5

Table 10. Change in NRCS Work Force Profile by Grade Grouping (Continued)													
Natural Resources Conservation Service													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
Pay Grade		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	FY 2001	623	140	391	95	58	35	13	6	7	1	14	3
GS 13	Distribution %		22.5	62.8	15.2	9.3	5.6	2.1	1.0	1.1	0.2	2.2	0.5
	FY 2002	619	138	383	96	62	32	14	6	9	1	13	3
	Distribution %		22.3	61.9	15.5	10.0	5.2	2.3	1.0	1.5	0.2	2.1	0.5
	# Change	-4	-2	-8	1	4	-3	1	0	2	0	-1	0
	Distribution % Change		-0.2	-0.9	0.3	0.7	-0.4	0.2	0.0	0.4	0.0	-0.1	0.0
	Subgroup % Change	-0.6	-1.4	2.0	1.1	6.9	-8.6	7.7	0.0	28.6	0.0	-7.1	0.0
	FY 2001	285	64	179	41	24	20	12	1	1	1	5	1
GS 14	Distribution %		22.5	62.8	14.4	8.4	7.0	4.2	0.4	0.4	0.4	1.8	0.4
	FY 2002	304	74	190	49	24	22	10	1	1	1	5	1
	Distribution %		24.3	62.5	16.1	7.9	7.2	3.3	0.3	0.3	0.3	1.6	0.3
	# Change	+19	10	11	8	0	2	-2	0	0	0	0	0
	Distribution % Change		1.8	-0.3	1.7	-0.5	0.2	-0.9	-0.1	-0.1	-0.1	-0.2	-0.1
	Subgroup % Change	6.7	15.6	6.1	19.5	0.0	10.0	-16.7	0.0	0.0	0.0	0.0	0.0
	FY 2001	155	30	97	23	17	6	5	0	3	1	3	0
GS 15	Distribution %		19.4	62.6	14.8	11.0	3.9	3.2	0.0	1.9	0.6	1.9	0.0
	FY 2002	152	29	94	24	18	5	5	0	3	0	3	0
	Distribution %		19.1	61.8	15.8	11.8	3.3	3.3	0.0	2.0	0.0	2.0	0.0
	# Change	-3	-1	-3	1	1	-1	0	0	0	-1	0	0
	Distribution % Change		-0.3	-0.8	1.0	0.8	-0.6	0.1	0.0	0.1	-0.6	0.1	0.0
	Subgroup % Change	-1.9	-3.3	-3.1	4.3	5.9	-16.7	0.0	0.0	0.0	-100.0	0.0	0.0

Table 10. Change in NRCS Work Force Profile by Grade Grouping (Continued)													
Natural Resources Conservation Service													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
Pay Grade		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	FY 2001	27	7	11	6	7	0	2	1	0	0	0	0
GS 18	Distribution %		25.9	40.7	22.2	25.9	0.0	7.4	3.7	0.0	0.0	0.0	0.0
& SES	FY 2002	28	6	14	5	6	0	2	1	0	0	0	0
	Distribution %		21.4	50.0	17.9	21.4	0.0	7.1	3.6	0.0	0.0	0.0	0.0
	# Change	+1	-1	3	-1	-1	0	0	0	0	0	0	0
	Distribution % Change		-4.5	9.3	-4.3	-4.5	0.0	-0.3	-0.1	0.0	0.0	0.0	0.0
	Subgroup % Change	3.7	14.3	27.3	-16.7	-14.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	FY 2001	11,273	3,244	6,886	2,626	580	369	280	121	61	32	222	96
TOTAL	Distribution %	100.0	28.8	61.1	23.3	5.1	3.3	2.5	1.1	0.5	0.3	2.0	0.9
	FY 2002	11,827	3,485	7,179	2,846	581	379	294	132	62	34	226	94
	Distribution %	100.0	29.5	60.7	24.1	4.9	3.2	2.5	1.1	0.5	0.3	1.9	0.8
	# Change	554	241	293	220	1	10	14	11	1	2	4	2
	Distribution % Change		0.7	-0.4	0.8	-0.2	-0.1	0.0	0.0	0.0	0.0	-0.1	-0.1
	Subgroup % Change	4.9	7.4	4.3	8.4	0.2	2.7	5.0	9.1	1.6	6.3	1.8	2.1

Table 11. Percentage Distribution by GS Level and EEO Group FY 2002													
Natural Resources Conservation Service													
Data includes employees work force as of September 21, 2002													
		Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
Pay Grade		All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS 1-4	FY 2002	506	263	188	205	31	33	15	12	3	1	6	12
	Distribution %	100.0	52.0	37.2	40.1	6.1	6.5	3.0	2.4	0.6	0.2	1.2	2.4
	GS % Distribution	4.3	7.5	2.6	7.2	5.3	8.7	5.1	9.1	4.8	2.9	2.7	12.8
GS 5-8	FY 2002	2,972	1,281	1,451	1,050	97	129	62	61	12	12	69	29
	Distribution %	100.0	43.1	48.8	35.3	3.3	4.3	2.1	2.1	0.4	0.4	2.3	1.0
	GS % Distribution	25.1	36.8	20.2	36.9	16.7	34.0	21.1	46.2	19.4	35.3	30.5	30.9
GS 9-12	FY 2002	7,236	1,694	4,852	1,417	342	158	184	51	34	19	130	49
	Distribution %	100.0	23.4	67.1	20.0	4.7	2.2	2.5	0.7	0.5	0.3	1.8	0.7
	GS % Distribution	61.2	48.6	67.6	49.8	58.9	41.7	62.6	38.6	54.8	55.9	57.5	52.1
GS 13	FY 2002	619	138	383	96	62	32	14	6	9	1	13	3
	Distribution %	100.0	22.3	61.9	15.5	10.0	5.2	2.3	1.0	1.5	0.2	2.1	0.5
	GS % Distribution	5.2	4.0	5.3	3.4	10.7	8.4	4.8	4.5	14.5	2.9	5.8	3.2
GS 14	FY 2002	304	74	190	49	24	22	10	1	1	1	5	1
	Distribution %	100.0	24.3	62.5	16.1	7.9	7.2	3.3	0.3	0.3	0.3	1.6	0.3
	GS % Distribution	2.6	2.1	2.6	1.7	4.1	5.8	3.4	0.8	1.6	2.9	2.2	1.1
GS 15	FY 2002	152	29	94	24	18	5	5	0	3	0	3	0
	Distribution %	100.0	19.1	61.8	15.8	11.8	3.3	3.3	0.0	2.0	0.0	2.0	0.0
	Subgroup % Change	1.3	0.8	1.3	0.8	3.1	1.3	1.7	0.0	4.8	0.0	1.3	0.0
GS 18 & SES	FY 2002	28	6	14	5	6	0	2	1	0	0	0	0
	Distribution %	100.0	21.4	50.0	17.9	21.4	0.0	7.1	3.6	0.0	0.0	0.0	0.0
	GS % Distribution	0.2	0.2	0.2	0.2	1.0	0.0	0.7	0.8	0.0	0.0	0.0	0.0
Total	FY 2002	11,827	3,485	7,179	2,846	581	379	294	132	62	34	226	94
	Distribution %	100.0	29.5	60.7	24.1	4.9	3.2	2.5	1.1	0.5	0.3	1.9	0.8
	GS % Distribution	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0



**Affirmative Employment Program
For
Minorities and Women**

**Annual Affirmative Employment Program
Accomplishment Report**

**B. Accomplishment Report of Objectives
And
Action Items**

**PROGRAM ANALYSIS
MULTI-YEAR PLAN DEVELOPMENT
REPORT OF OBJECTIVES AND ACTION ITEMS**

PROGRAM ELEMENT (1): Equal Employment Opportunity (EEO) Organization and Resources

PROBLEM/BARRIER STATEMENT: Some management officials are not aware of the need for strategies to improve diversity.

OBJECTIVE: To increase the commitment and accountability of NRCS management officials to recognize the importance of developing quantitative, quality AEP reports, that can assist management in monitoring and improving the diversity of their work force.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Continue to monitor strategies that were implementation in FY 2002 designed to ensure hiring officials utilize their specific AEP reports to address under representation in their areas of responsibility.	Director, Civil Rights Staff; Director, Human Resources Management; Regional Conservationist; and State Conservationist.	August 2003
Provide copy of the National AEP report to Deputy Areas, Regional Conservationists, State Conservationists and National Civil Rights Committee.	Director, Civil Rights Staff.	April 2003

Report on Accomplishments of Objectives:

The Associate Chief for NRCS initiated a memorandum on October 24, 2002, to all Regional Conservationists and State Conservationists, informing them that he plans to use affirmative employment plans as a performance management and evaluation tool. The results will be a primary factor in rating their civil rights performance elements in August 2003.

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (1): Equal Employment Opportunity (EEO) Organization and Resources

PROBLEM/BARRIER STATEMENT: Responsible officials for employment in NRCS do not have a clear understanding of the objectives, purpose, and importance of the Affirmative Employment Plan.

OBJECTIVE: Provide responsible officials with training on the Affirmative Employment Program Plan, ensuring the objectives of the plan are understood.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Develop a training course to be presented to responsible officials for employment, and others, in order to provide them with a comprehensive understanding of the objectives of an AEP Report.	Director, Civil Rights Staff; and Director, Human Resources Management.	May 2003
Discuss the hiring objectives of the AEP Report and the need to ensure that there is diversity in the application pool for job vacancies.	Director, Civil Rights Staff; Director, Human Resources Management; Regional Conservationist; and State Conservationist.	June 2003 & Ongoing

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (3): Discrimination Complaints

PROBLEM/BARRIER STATEMENT: Some complaints that could be resolved at the pre-complaint stage are not resolved at that point in the process because of the lack of understanding by some managers.

OBJECTIVE: Resolve a higher percentage of complaints at the pre-complaint stage.

OBJECTIVE: Provide guidance to all employees and partners on the rights of employees and those individuals to whom the agency provides service to by providing them with clearer understanding of the discrimination complaint process.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Continue to follow USDA policy on settlement of complaints.	Director, Civil Rights Staff; Regional Conservationist; State Conservationist and all managers & supervisors.	Ongoing
Encourage the utilization of the Alternative Dispute Resolution (ADR) staff to get employees to the table early to resolve complaints at the earliest possible stage.	Director, Civil Rights Staff; Regional Conservationist; and State Conservationist.	Ongoing
Develop and provide EEO training to all employees, with emphasis on managers and supervisors.	Director, Civil Rights Staff.	Ongoing

Report on Accomplishments of Objectives

NRCS provided Civil Rights Training to 3,690 managers and supervisors, in accordance with USDA mandate by providing on-line training on *Equal Employment Opportunity, Understanding Conflict, Communication and Diversity Adoption, and Building and Maintaining a High Quality Workforce, Equal Employment Opportunity and Affirmative Employment and USDA Conflict Prevention and ADR.*

Alternative Dispute Resolution (ADR) has been involved in mediating 21 Informal EEO complaints in FY 2002, and was able to resolve 11 of them, with one of those mediation sessions resulted in the resolution of 5 EEO complaints at once. ADR also mediated 4 Formal EEO complaints and resolved 2 of them.

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (4): Recruitment and Hiring

PROBLEM/BARRIER STATEMENT: Present recruitment efforts are not yielding qualified women, minorities, and persons with disability applicants.

OBJECTIVE: Develop strategies to address the under representation of NRCS work force.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Monitor a National Recruitment Plan for addressing the under representation of women, minorities and persons with disabilities.	Director, Human Resources Management.	Ongoing
Implement a standardized plan to recruit and retain student hires and increase outreach to colleges and universities with strong agricultural programs.	Director, Human Resources Management.	Sept. 2003

Report on Accomplishment of Objectives:

NRCS developed a National Recruitment Strategy to address the under representation of women, minorities and persons with disabilities in the workforce, through targeted education, recruitment/retention and marketing initiatives.

NRCS established a standardized policy that State offices will use to recruit and retain student hires and increase outreach to colleges and universities with strong agricultural programs. The goal of this employment policy is to attract qualified applicants from under represented groups to fill the professional, technical and administrative gaps that exist now and that are expected to continue over the next 5-10 years.

Please refer to Noteworthy Activities and Initiatives for additional accomplishments of this objective.

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (5): Employee Development Programs

PROBLEM/BARRIER STATEMENT: Employees' technical skills need to be increased to keep pace with technology, in order to meet customer and Agency expectations, and to ensure that career goals remain attainable.

OBJECTIVE: Support employee development and career advancement opportunities in a fair and equitable manner.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Ensure fair and equal training, advancement, and Project assignment practices, through conducting Civil Rights Compliance Reviews.	Director, Civil Rights Staff.	Ongoing
Continue to review and monitor all training requests.	Regional Conservationist; and State Conservationist.	Ongoing
Establish state-level employee development committees.	Regional Conservationist; State Conservationist; and Special Emphasis Program Managers.	July 2003
Encourage details and developmental assignments within commuting distance of duty location.	Regional Conservationist; State Conservationist; and Special Emphasis Program Managers.	Ongoing

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (7): Separations

PROBLEM/BARRIER STATEMENT: Exit interviews for separating employees are not being collected for analysis.

OBJECTIVE: To explore and monitor quantitative reasons for employees leaving the NRCS workforce.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Implement and enforce policy on exit interviews.	Director, Civil Rights Staff; Director, Human Resources Management; Regional Conservationist; and State Conservationist.	September 2003
Ensure Human Resources Management Division and Civil Rights Staff receive information regarding all exit interviews in order to track the information for separation trends.	Director, Civil Rights Staff; Director, Human Resources Management; Regional Conservationist; and State Conservationist.	Ongoing

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT (8): Program Evaluation

PROBLEM/BARRIER STATEMENT: Results of successful programs are not publicized or shared.
PROBLEM/BARRIER STATEMENT: NRCS management noted that not all NRCS Web-sites appeared to be accessible/Section 508 compliant (since the accessibility statement of the “Bobby Approved” logo was absent).

OBJECTIVE: Ensure that all employment (Title VII) and program delivery (Title VI) program evaluations are completed on schedule and in accordance with EO/Civil Rights laws and regulations and that success stories be shared.

OBJECTIVE: Ensure NRCS Web-sites are 508 compliant.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Conduct supplemental evaluations to generate accomplishment reports for State and Regional leadership.	Director, Civil Rights Staff.	April 2003
Ensure all reviewers utilize the current Compliance Review Guide for their program evaluations.	Director, Civil Rights Staff.	Ongoing
Implement an agency-wide project, Web Modernization, Phase II, to make NRCS Web-site Section 508 compliant.	Deputy Chief for Science and Technology.	May 2003 & Ongoing

REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Sexual Harassment

PROBLEM/BARRIER STATEMENT: The problem of sexual harassment exists in NRCS.

OBJECTIVE: Eliminate sexual harassment from the NRCS workforce, through educating employees on types of behavior that constitute sexual harassment and the consequences involved.

ACTION ITEMS:	RESPONSIBLE OFFICIAL:	TARGET DATE:
Issue statement on Chief's Policy concerning "Zero Tolerance" of sexual harassment in the workplace to all employees.	Director, Civil Rights Staff.	March 2003
Develop training module to inform all employees of responsibilities and accountability for the Prevention of Sexual Harassment.	Director, Civil Rights Staff.	June 2003



**Affirmative Employment Program
For
Minorities and Women**

**Annual Affirmative Employment Program
Accomplishment Report**

C. Noteworthy Activities and Initiatives

C. NOTEWORTHY ACTIVITIES AND INITIATIVES FOR FY 2002:

Organization and Resources

The Chief of NRCS is committed to a strong and effective Equal Employment Opportunity Program, and has demonstrated that commitment through implementing and allocating appropriate resources to the Civil Rights infrastructure. NRCS allocates resources in the form of financial assistance, training opportunities, and technical assistance to support and accomplish Equal Employment Opportunity program activity nation-wide. Some of these activities include:

- All NRCS employees have a Civil Rights performance standard in their annual appraisal documentation that provides and ensures accountability of all EEO laws and policies.
- The standards for all NRCS management were undated in FY 2002, and are reviewed semi-annually.
- Each State continues to utilize their Special Emphasis Program Managers and their Civil Rights Committee, which has a direct line of communication to the State Conservationist, in order to assist all NRCS employees in keeping abreast of Civil Rights issues that affect their areas.
- Program Outreach Coordinators, Tribal Liaisons, Small Farmer Coordinators, and Environmental Justice Coordinators offer their support and assistance at the Regional and State levels.
- NRCS allocated funding and significant staff time to make an evaluation of conservation in conservation districts that have predominantly urban workloads resulting in a product that will improve conservation delivery to areas that may have large minority and under-served populations.
- During FY 2002, NRCS continues to integrate Civil Rights objectives into managerial responsibilities to effectively serve customers. Doing so helps to strengthen the performance standards of all managers and supervisors.
- NRCS' Alternative Dispute Resolution (ADR) Program, in accordance with the Secretary's Memorandum 4710-1, offers mediation and related ADR techniques to prevent and resolve various types of workplace and program disputes, through early intervention.

Prevention of Sexual Harassment:

NRCS is vigilant in ensuring that Sexual Harassment is not tolerated and takes corrective actions, in dealing with allegations of harassment of any kind.

- NRCS Civil Rights Staff review of the Prevention of Sexual Harassment Policy initiated a revision of the policy in order to provide concrete guidance for managers and employees, in order to ensure a workplace free from such threats, and to improve the handling of complaints for both complainants and managers.
- Numerous NRCS State and regional offices outline through various modes of communication (i.e. Intranet, Bulletins, and emails), the Agency's current policy on Sexual Harassment Prevention. One of the booklets used is "Sexual Harassment, It Could Cost You Your Job...and a Whole Lot More." New employees to NRCS are provided with a copy of this booklet upon entry to the agency.
- New employees receive sexual harassment training from the National Employee Development Center (NEDC), New Employee Orientation Training sessions.

- Many state conservationists took a pro-active role by issuing policy statements to all employees regarding the unacceptability of sexual harassment in the workplace, resulting in a clearer understanding that NRCS will not tolerate sexual harassment in the workplace.
- Many States are conducting statewide All Employee Diversity Day Training Conference, which include several hours of presentations on sexual harassment prevention in the workplace.

Complaint Process:

NRCS is committed to ensuring that its employees work in a non-discriminatory environment and takes acts of discrimination seriously. NRCS takes a pro-active approach to correct the behavior and instill disciplinary action when employees act inappropriately according to the USDA table of penalties.

- NRCS Regional and State offices analyze employment data to determine if “institutional discrimination” exists and how it may affect the success of employees in competing for higher graded positions. In addition, States are analyzing program participation data to determine how limited resource and minority producers may be affected in the bid process for program participation.
- NRCS has implemented a tracking system to monitor and track program and employment discrimination complaints, in an effort to ensure that no trend exists in each State.
- Complainants are made aware of the ADR process.
- ADR has been involved in mediating 21 Informal EEO complaints in FY 2002, and was able to resolve 11 of them, with one of those mediation sessions resulting in the resolution of 5 EEO complaints at once. ADR also mediated 4 Formal EEO complaints and resolved 2 of them.
- NRCS Human Resources Division distributed copies of the NRCS Grievance Procedure to all employees. This Grievance Procedure explains the Informal and Formal Process.
- NRCS Civil Rights Staff has disseminated a new EEO poster to advise all employees of the ADR and EEO complaint process.
- Civil Rights Staff instituted a toll free phone number for NRCS employees to anonymously report allegations of discrimination.
- NRCS has a 40 percent resolution rate regarding complaints.

Recruitment and Hiring:

In FY 2002, recruitment/retention initiatives implemented relating to women, minorities and individuals with disabilities and include the following:

- Developed a national recruitment strategy to address under representation of women, minorities and persons with disabilities in the workforce, through targeted education, recruitment/retention and marketing initiatives, which include:
 - Strengthening of recruitment and retention effort, through initiatives such as the USDA Career Intern Program, the NRCS Administrative and Information Technology Trainee Program, the Workforce Recruitment Program for College Students with Disabilities, the Presidential Management Intern Program and various student employment initiatives;
 - Creating a more user-friendly Web-site; and
 - Providing job opportunity information in Spanish and other alternative formats for individuals with visual and cognitive disabilities.

NRCS established a standardized policy that State offices will use to recruit and retain student hires and increase outreach efforts to colleges and universities with strong agricultural programs. The goal of this Student Employment Policy is to attract qualified applicants from under represented groups to fill the professional, technical and administrative gaps, expected over the next 5 to 10 years, as identified in NRCS' National Workforce Plan.

NRCS hired more than 500 students this summer: 62 percent of them were from minority and disadvantaged populations. These diverse students included:

- 7 Asian American/Pacific Islander females, 12 Asian American/Pacific Islander males;
- 46 Black females and 42 Black males;
- 12 Hispanic females and 16 Hispanic males;
- 9 American Indian/Alaska Native females and 4 American Indian/Alaska Native males; and
- 166 White females.

NRCS has also used the Federal Career Intern Program (CIP) to recruit and hire a number of outstanding diverse individuals across the country into entry-level scientific and administrative positions. The CIP provides USDA with the capability of hiring outstanding college students and experienced individuals.

NRCS leads all other USDA agencies in the recruitment and hiring of career interns. Of the 84 NRCS career interns hired since the program's inception in April of 2002, almost half are women or minorities as follows:

- Two Disabled males;
- One Hispanic female and four Hispanic males;
- Six Black females and five Black males; and
- 19 White females.

NRCS reestablished the Administrative and Information Technology Trainee Program. As part of our recruiting effort under this program, we included outreach to women, minorities and individuals with disabilities. We also worked with college and universities, as well as professional societies, in our continual recruiting efforts. The five individuals hired in this program so far include:

- One Asian female;
- One Hispanic male;
- One Black female;
- One Black male;
- One White female; and
- One of these individuals is also a person with a disability.

Human Resources staffs attended and made presentations at recruitment conferences of diverse organizations, including NRCS employee associations, to brief on recruitment policies and seek qualified diverse applicants. This outreach included:

- MANRRS;
- American Indian/Alaska Native organizations;
- NRCS Professional Hispanic employees;

- NRCS Professional Black employees;
- The American Council for the Blind; and
- The National Hispanic Environmental Conference.

NRCS developed an Asian American/Pacific Islander Strategic Plan.

NRCS has a full time Federal Women's Program Manager (FWPM), and a full time Hispanic Employment Program Managers (HEPM) and HEP Advisory Councils. Each NRCS State Office has a HEPM. Each of these individuals received annual training and additional periodic training as needed. The work of these HEPM is coordinated by the NRCS National HEPM, who provides oversight and guidance on agency priorities and recruitment and retention initiatives.

NRCS also placed articles in *USDA News*, *NRCS This Week* and the *Informer*, the USDA's Association for Persons with disabilities in Agriculture Newsletter, among other publications, on career opportunities within the agency.

Training:

NRCS provided Civil Rights Training to 3,690 managers and supervisors in accordance with USDA mandate.

NRCS Civil Rights Staff supplied each State and Regional Office with a copy of EEOC's CD-ROM entitled: *Sailing through the Federal Sector EEO Process*, in order for each State to have access to EEOC regulations and information on processing EEO complaints. Civil Rights Staff also provide EEO and Sexual Harassment as needed to State offices.

NRCS held its first National Special Emphasis Program Managers Training in St. Louis, Missouri in August 2002 attended by 272 employees.

In addition:

- Orientation for New Employees is a mandatory two-week course for new NRCS employees in their first year of employment. The course contains sessions on diversity and valuing the culture of others in the workplace. Instructors with diverse backgrounds that can act as role models to new employees teach this course. Employees gain an appreciation and awareness of NRCS's strong commitment to the value of diversity.
- The National Employee Development Center (NEDC) conducted 3 training sessions on Civil Rights Compliance in Program Delivery for approximately 85 NRCS employees.
- The National Special Emphasis Programs for Women, Blacks, Hispanics, Asian American/Pacific Islander and American Indian/Alaskan Native organizations sponsored events, which provided training, recruitment, career enhancement and mentoring workshops.
- NRCS ADR Program conducted training and briefings to employees on conflict management.
- NRCS has recruited 13 collateral duty ADR mediators.

Program Evaluation:

NRCS has taken affirmative steps to eliminate barriers to program participation by creating a national network of Outreach Coordinators in every Region and State and has 95 Resource Conservationists assigned to tribal field offices. In addition, various teams are identifying existing and potential barriers to program participation so that strategies are developed to eliminate the barriers.

- NRCS conducts Civil Rights Impact Analyses where significant organization changes are being made. The Director of the Civil Rights Staff reports to the Chief regarding trends, numbers, and clusters of complaints.
- NRCS strategic plan includes the “delivery of services fairly and equitably” with a performance target that, by 2005, 100,000 members of minority, underserved and nontraditional groups will receive NRCS conservation assistance annually to help them plan and apply conservation on their lands and the lands that they manage.
- NRCS conducts timely, complete and impartial compliance review for Federally-assisted and Federally-conducted programs, which included twelve Civil Rights Compliance Reviews during FY 2002.
- NRCS Civil Rights Staff ensures all states utilize the Civil Rights Compliance Review Guide to assist management in conducting Compliance Review, which addressed the Equal Opportunity Program and Civil Rights in Program Delivery.
- All NRCS State and Regional offices provide their annual analysis and summaries to the Affirmative Employment Plan to the Civil Rights Managers in their region.
- Managers are using the computerized Work Force Planning (WFP) process to capture the skills and disciplines needed in the future to assist in the recruitment of women and minorities.
- NRCS ADR Program developed and implemented a database used to track and report ADR Program activities.

Disability

FY 2002 saw many recruitment and retention initiatives implemented relating to women, minorities and individuals with disabilities and include the following:

- Developed a national recruitment strategy to address under representation of women, minorities and persons with disabilities in the work force, through targeted education, recruitment/retention and marketing initiatives, which include:
 - Strengthening of recruitment and retention effort, through initiatives such as the USDA Career Intern Program, the NRCS Administrative and Information Technology Trainee Program, the Workforce Recruitment Program for College Students with Disabilities, the Presidential Management Intern Program and various student employment initiatives; and
 - Providing job opportunity information in Spanish and other alternative formats for individuals with visual and cognitive disabilities.

NRCS reestablished the Administrative and Information Technology Trainee Program. As part of our recruiting effort under this program, we included outreach to women, minorities and individuals with disabilities. We also worked with college and universities, as well as professional societies, in our continual recruiting efforts. The five individuals hired in this program so far include:

- One Asian female;
- One Hispanic male;
- One Black female;
- One Black male;
- One White female; and
- One of these individuals is also a person with a disability.

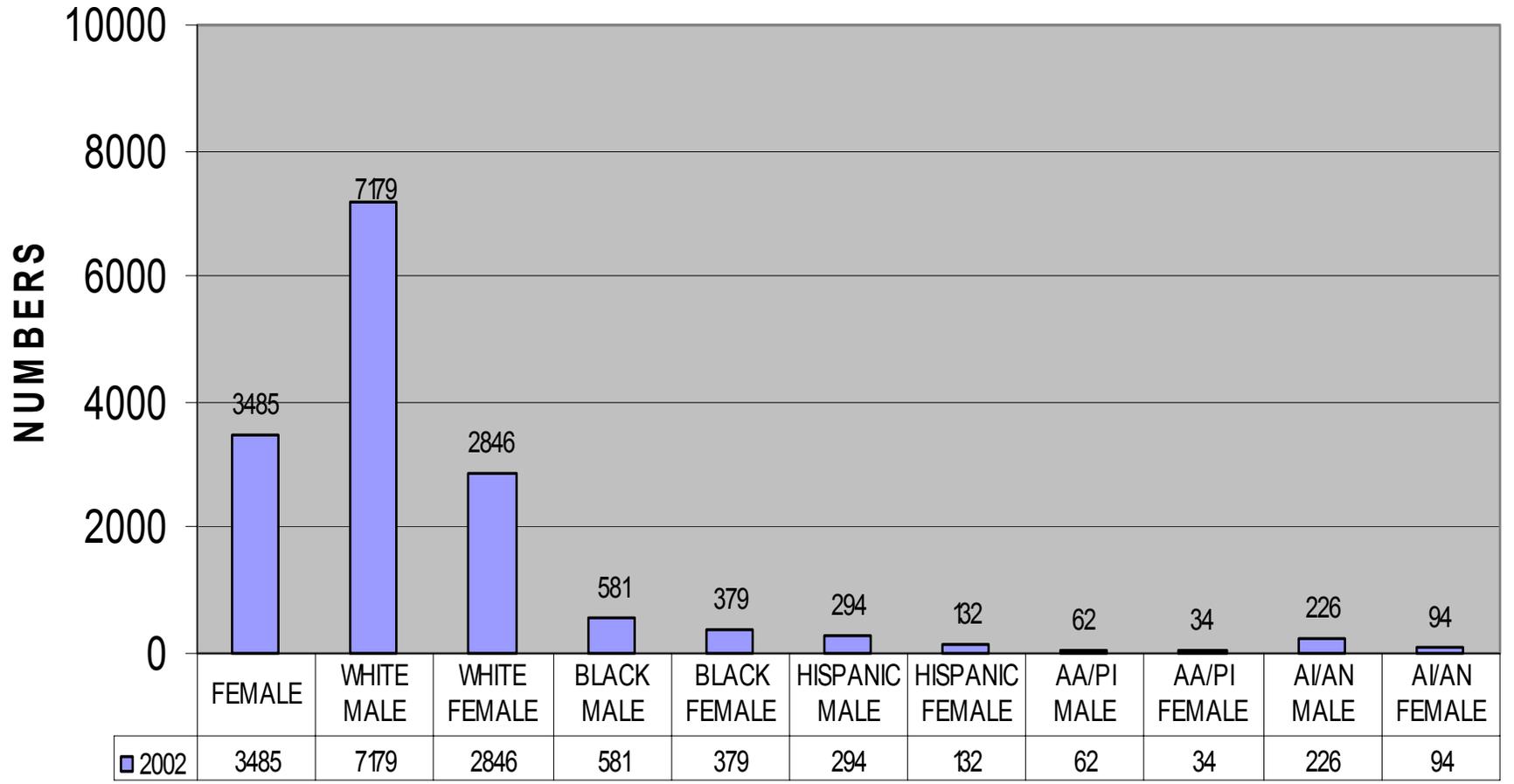
NRCS also placed articles in *USDA News*, *NRCS This Week* and the *Informer*, the USDA's Association for Persons with disabilities in Agriculture Newsletter, among other publications, on career opportunities within the agency.

NRCS is implementing an agency-wide Web-Modernization project, Phase II, in order to ensure that NRCS web-sites are Section 508 compliant.

USDA has a five-year goal to hire 9,000 individuals with disabilities. This is one of the highest disability hiring goals in the Federal Government. Disability recruitment and employment accomplishments include:

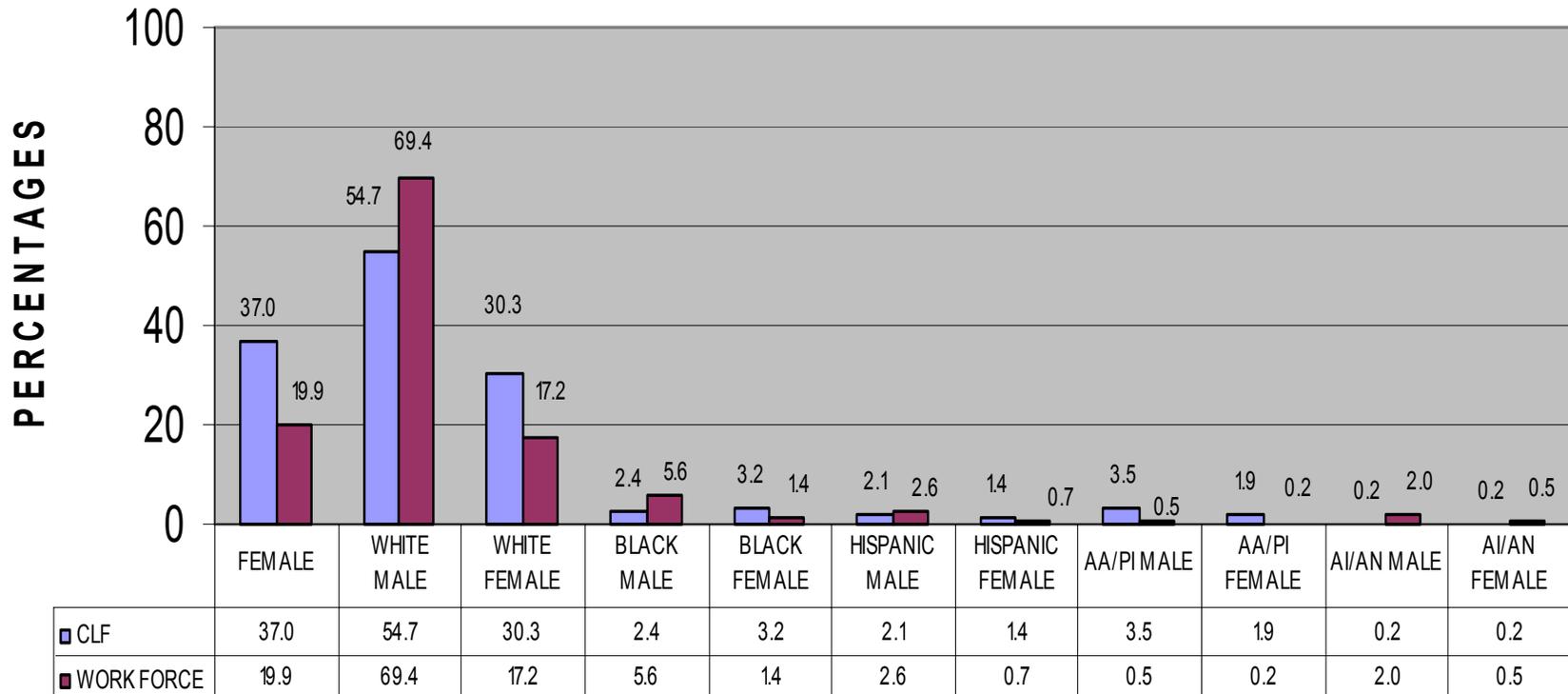
- NRCS Human Resources Management Division was one of only two USDA agencies to provide and fund a recruiter for the Workforce Recruitment Program for College Students with Disabilities (WRP). NRCS hired nine students with disabilities in FY 2002, including one Hispanic female, one Black female, and two White females.
- Fostered strong working relationship among Disability Employment Program Managers and Human Resources Managers in regions and states to accomplish disability-hiring goals.
- Continued training regions and States on five-year national goals for hiring of individuals with disabilities, in accordance with the Departmental five-year hiring plan and Executive Order 13163.
- Advised States on recruitment sources and prepared and disseminated guidance on identification of targeted and non-targeted disabilities.
- Updated the Workforce Plan to recruit and hire persons with disabilities, which States are using to achieve the Departmental 7.8 percent annual disability-hiring goal.
- In support of the Secretary's Advisory Committee for Employees with Disabilities, NRCS is actively involved in the implementation of compliance requirements for Section 508 of the Rehabilitation Act, to make agency Web-sites accessible for individuals with disabilities.
- The National Disability Employee Program Manager (DEPM) distributed a CD-ROM to all NRCS DEPM with a listing of screened Students with Disabilities as part of the Workforce Recruitment Program for Students with Disability (WRP).

SUMMARY ANALYSIS OF NRCS WORK FORCE FISCAL YEAR 2002



RACE, SEX, NATIONAL ORIGIN

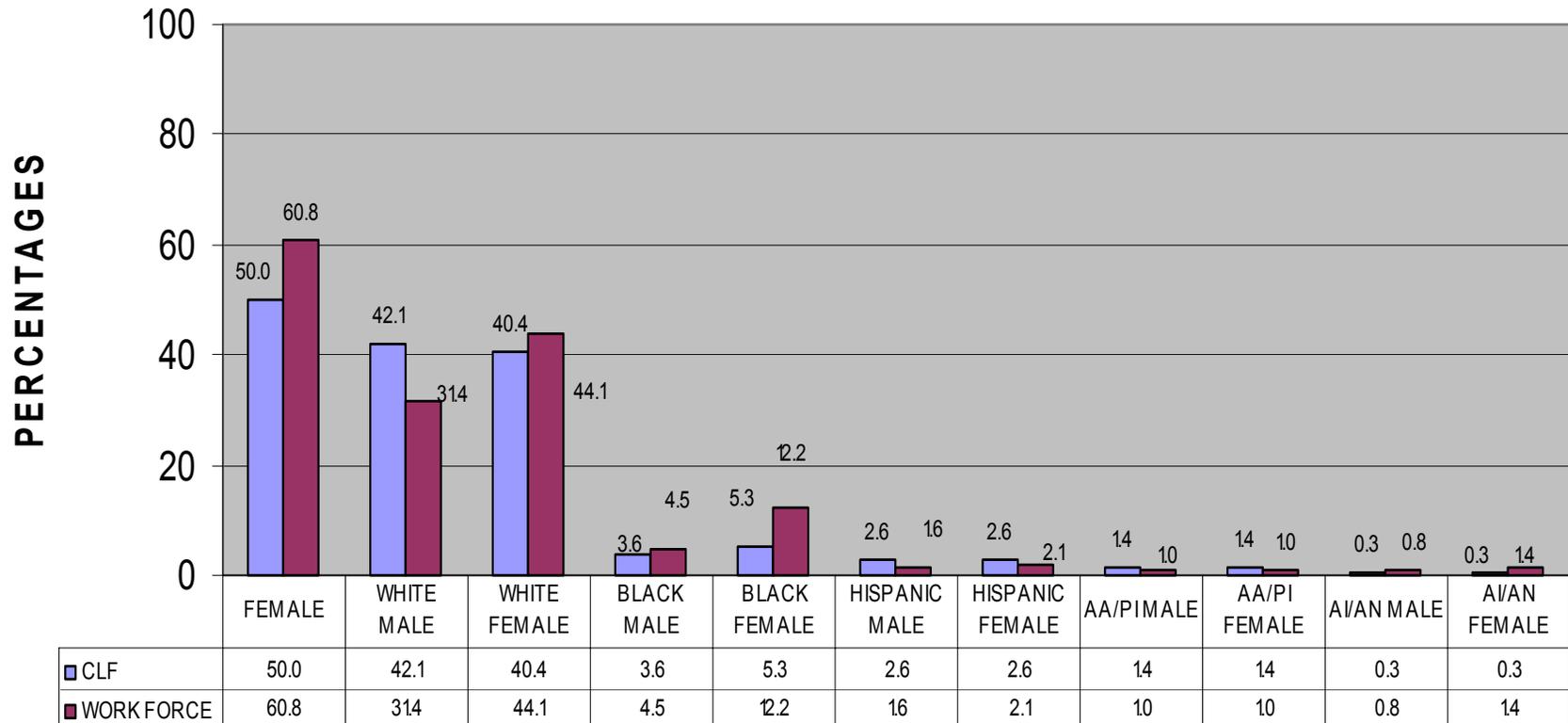
NRCS WORK FORCE COMPARED TO PATCOB CLF PERCENTAGES FOR PROFESSIONAL SERIES FY 02



RACE, SEX, NATIONAL ORIGIN

■ CLF ■ WORK FORCE

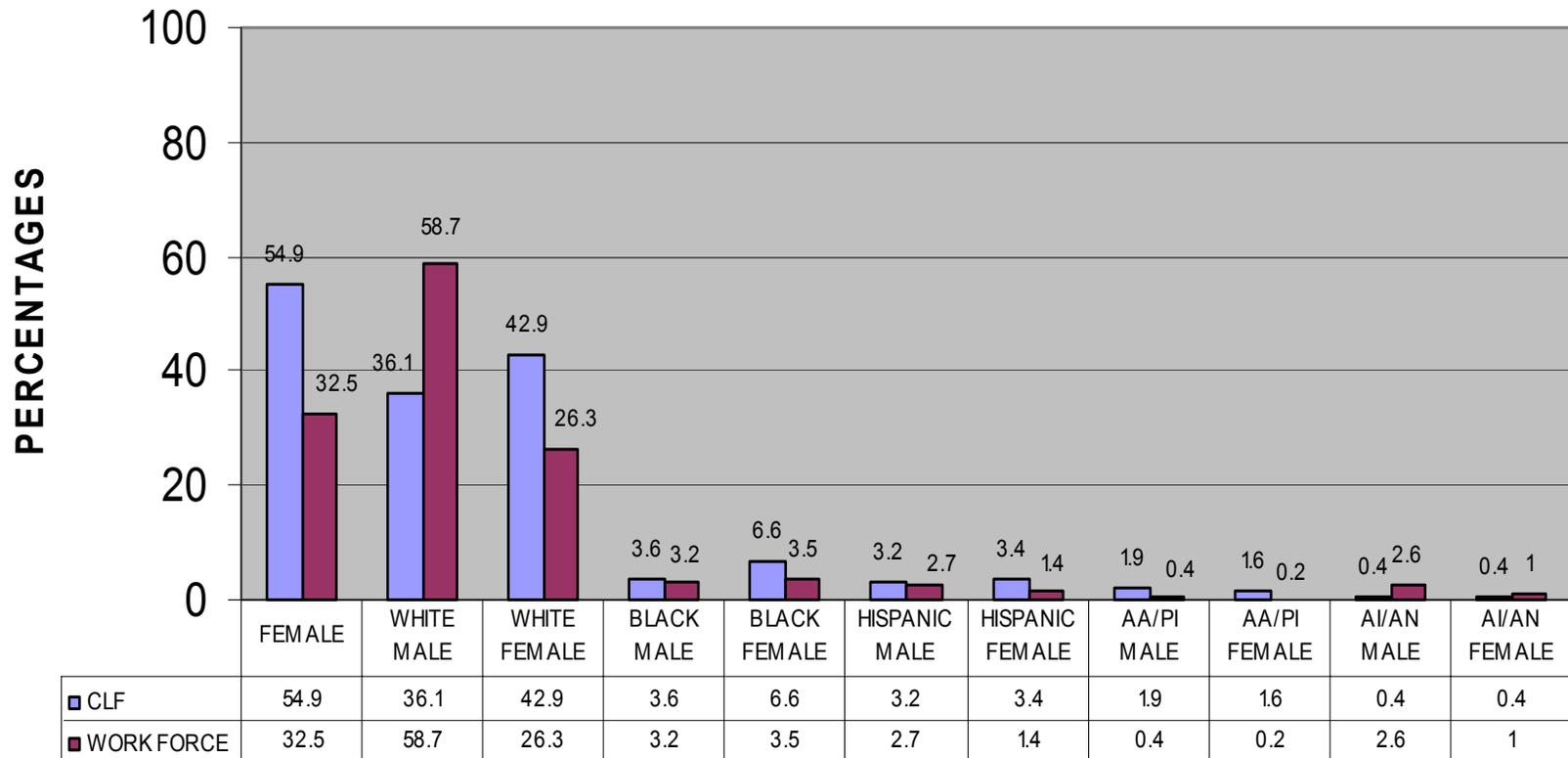
NRCS WORK FORCE COMPARED TO PATCOB CLF PERCENTAGES FOR ADMINISTRATIVE SERIES FY 02



RACE, SEX, AND NATIONAL ORIGIN

■ CLF ■ WORK FORCE

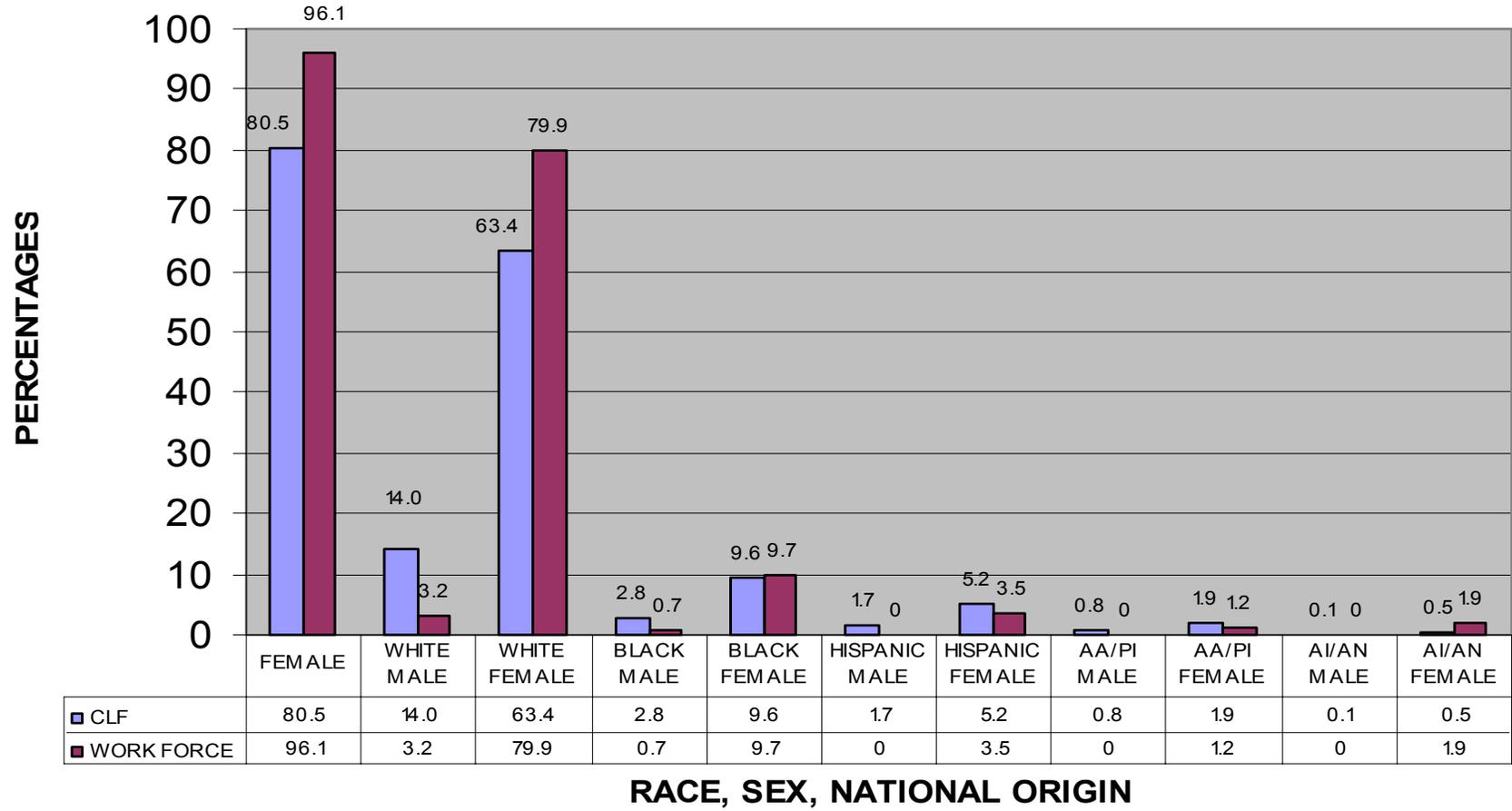
NRCS WORK FORCE COMPARED TO PATCOB CLF PERCENTAGES FOR TECHNICAL SERIES FY 02



RACE, SEX, NATIONAL ORIGIN

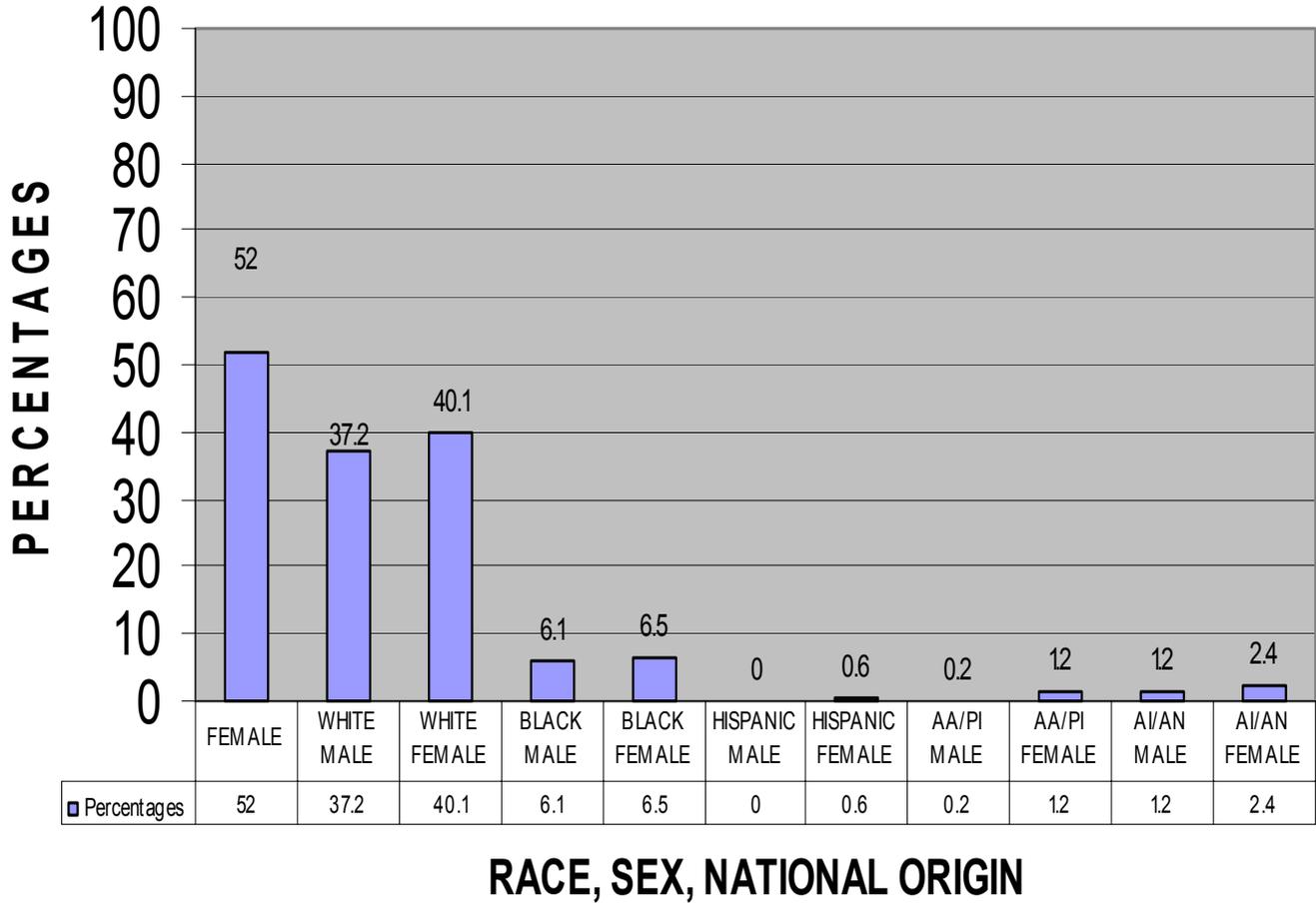
CLF
 WORK FORCE

NRCS WORKFORCE COMPARED TO PATCOB CLF PERCENTAGES FOR CLERICAL SERIES FY 02

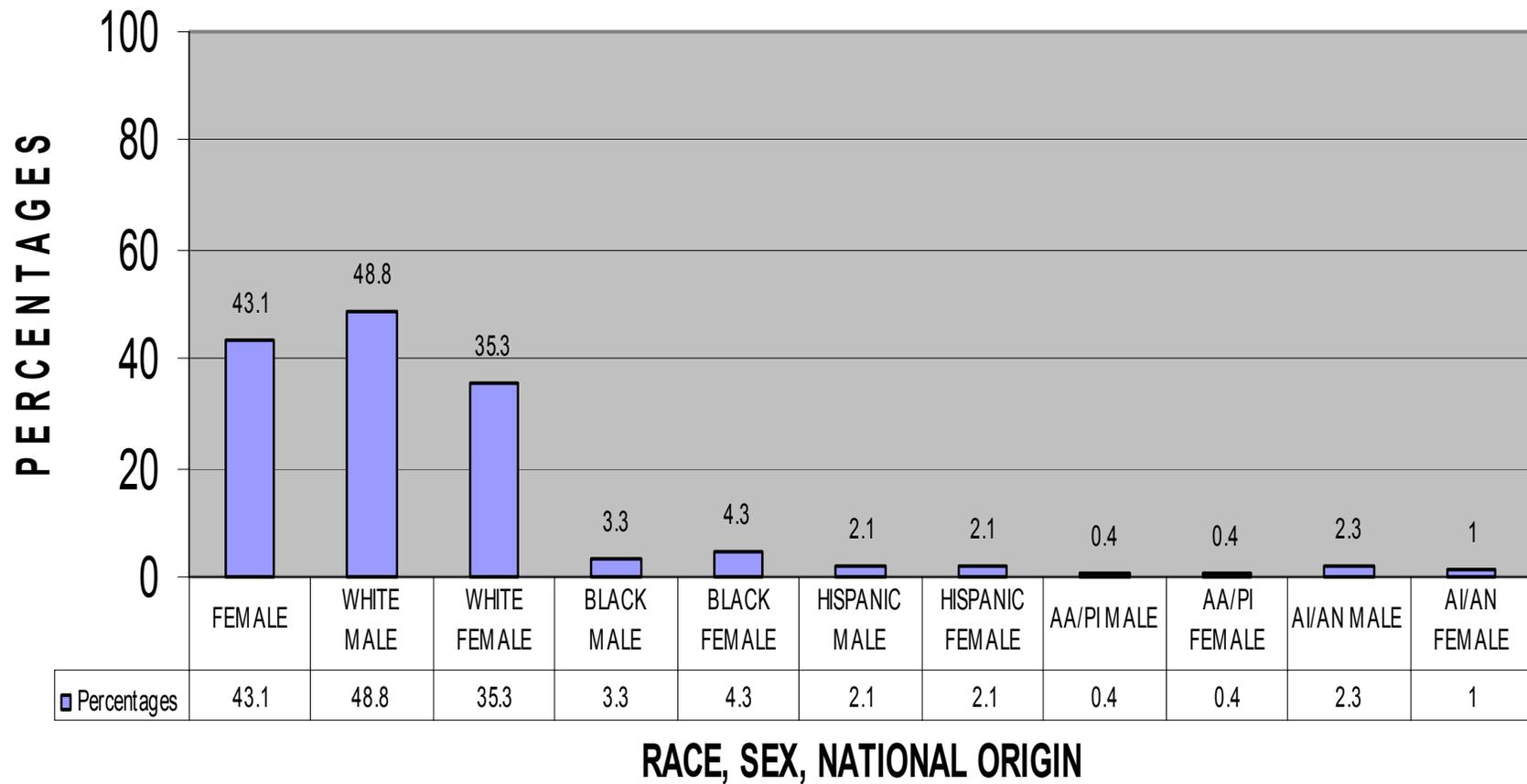


■ CLF ■ WORK FORCE

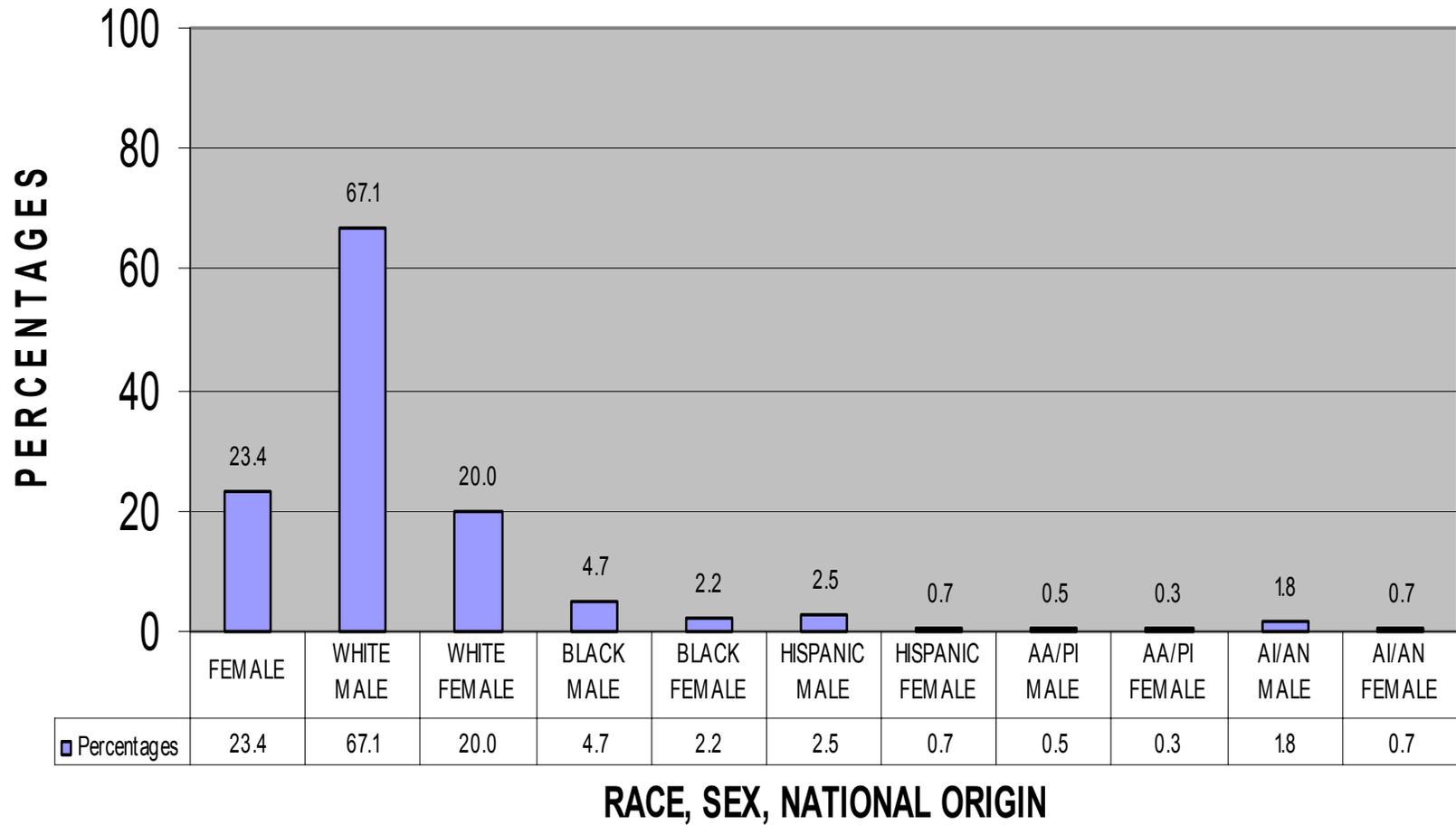
EEO Group Percentages Distribution of Grade Levels GS 1-4 for Fiscal Year 2002



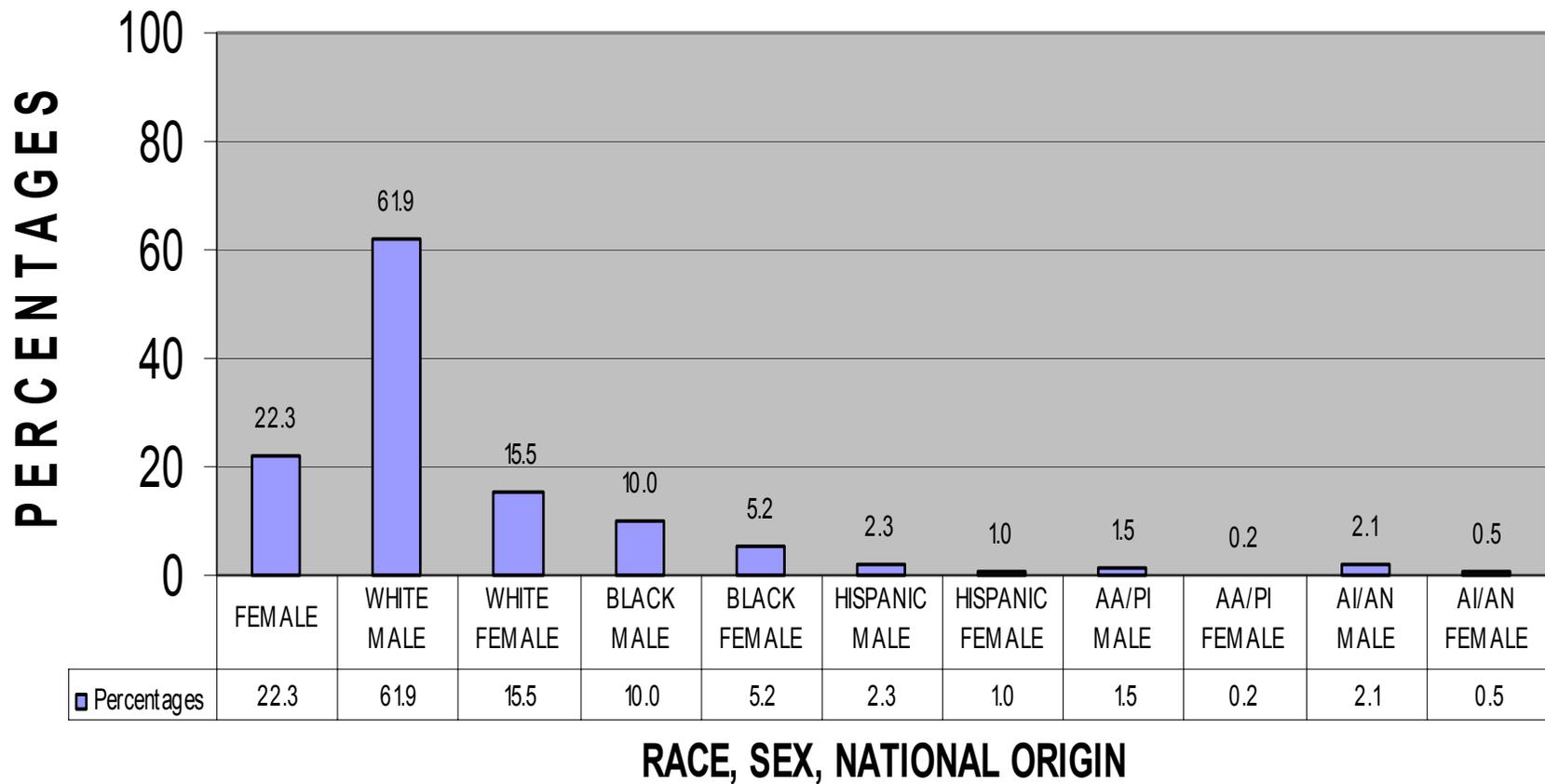
EEO Group Percentages Distribution of Grade Levels GS 5-8 for Fiscal Year 2002



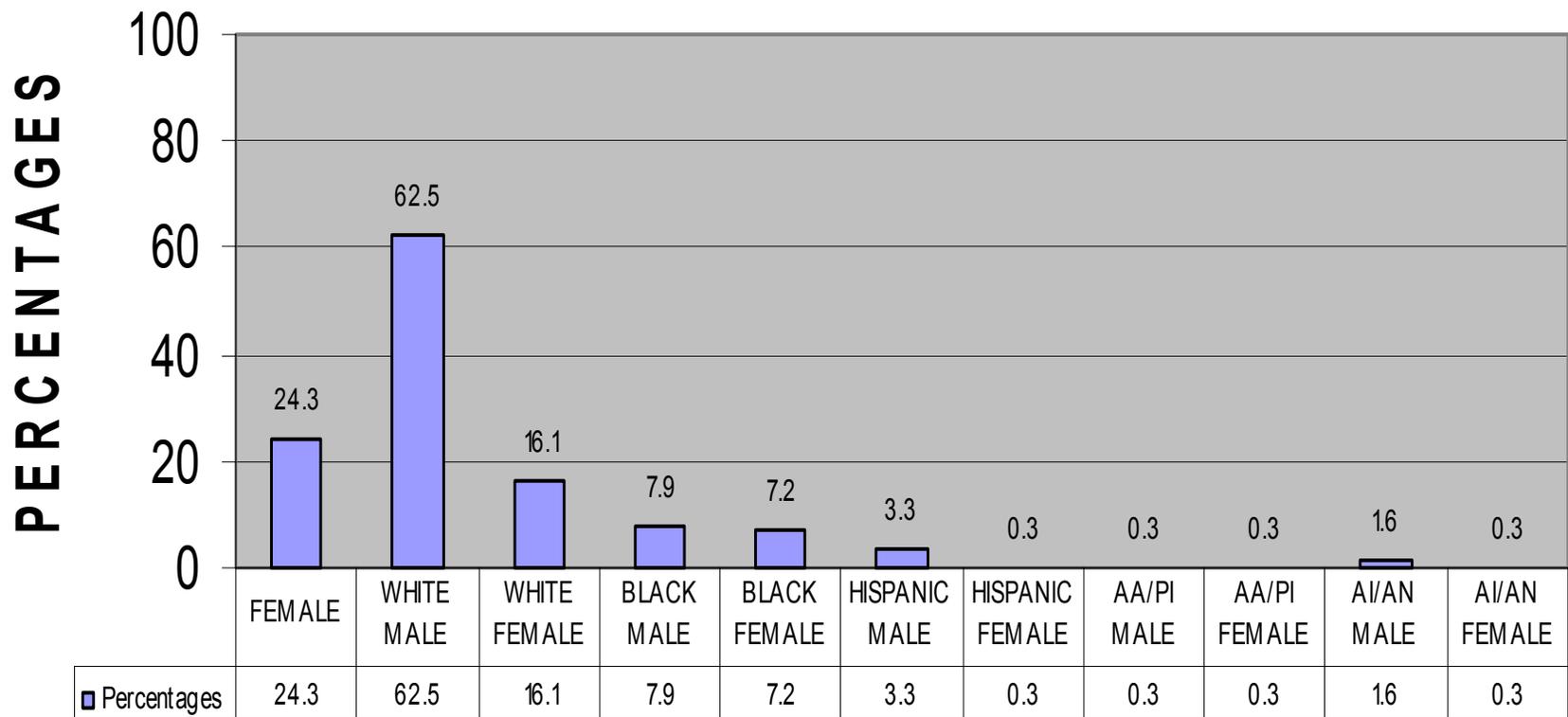
EEO Group Percentages Distribution of Grade Levels GS 9-12 for Fiscal Year 2002



EEO Group Percentages Distribution of Grade Level GS 13 for Fiscal Year 2002

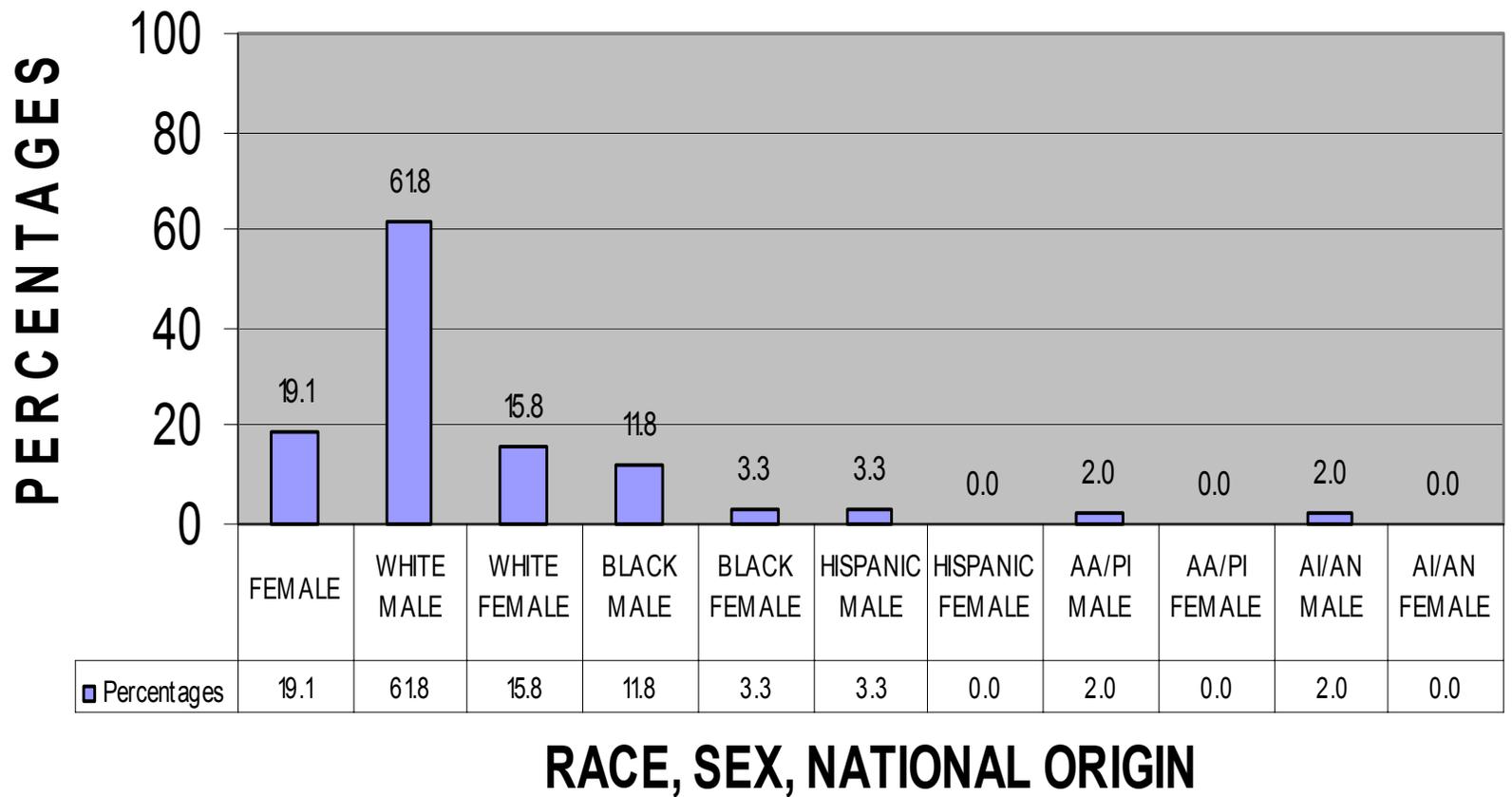


EEO Group Percentages Distribution of Grade Level GS 14 for Fiscal Year 2002

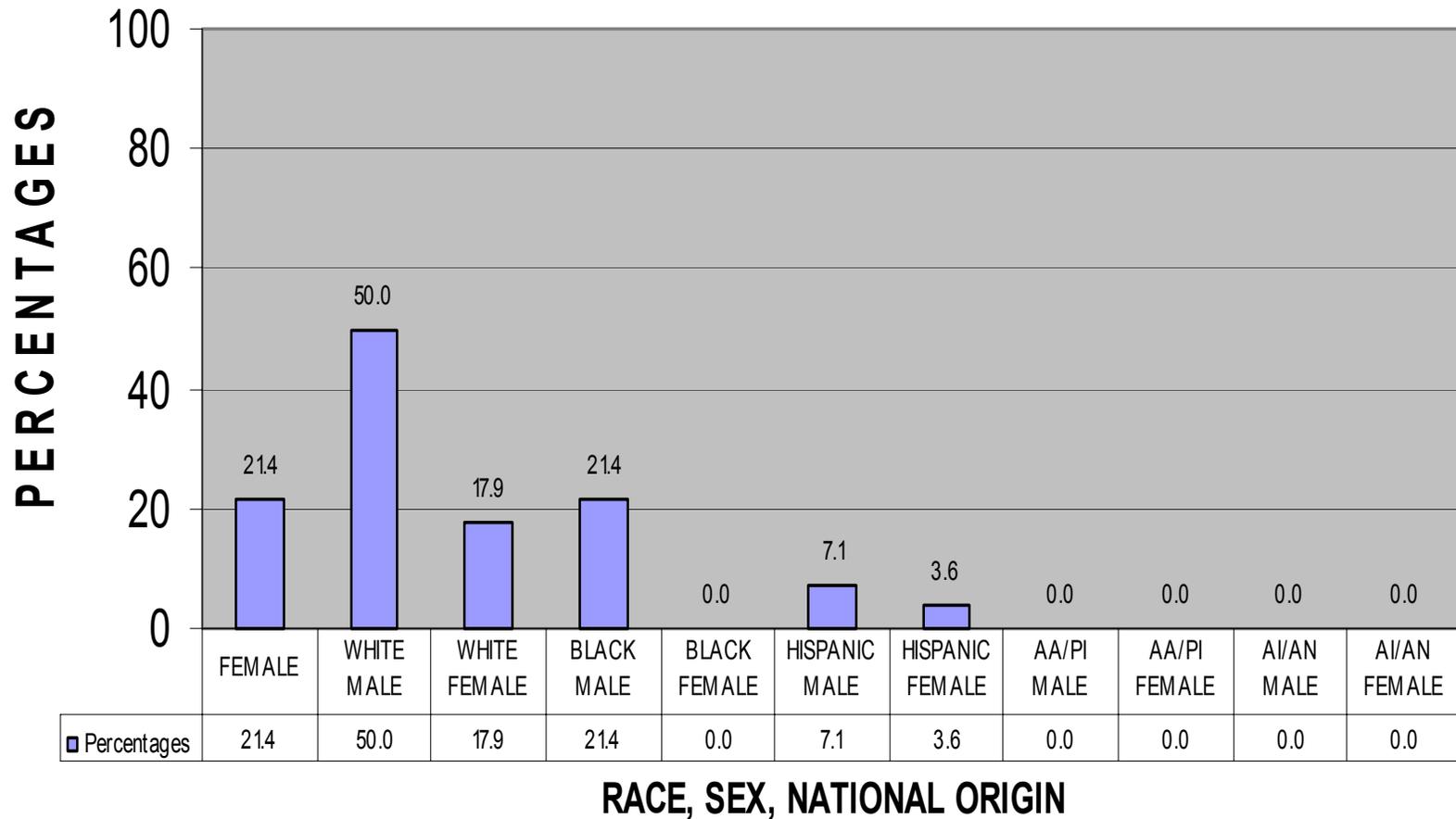


RACE, SEX, NATIONAL ORIGIN

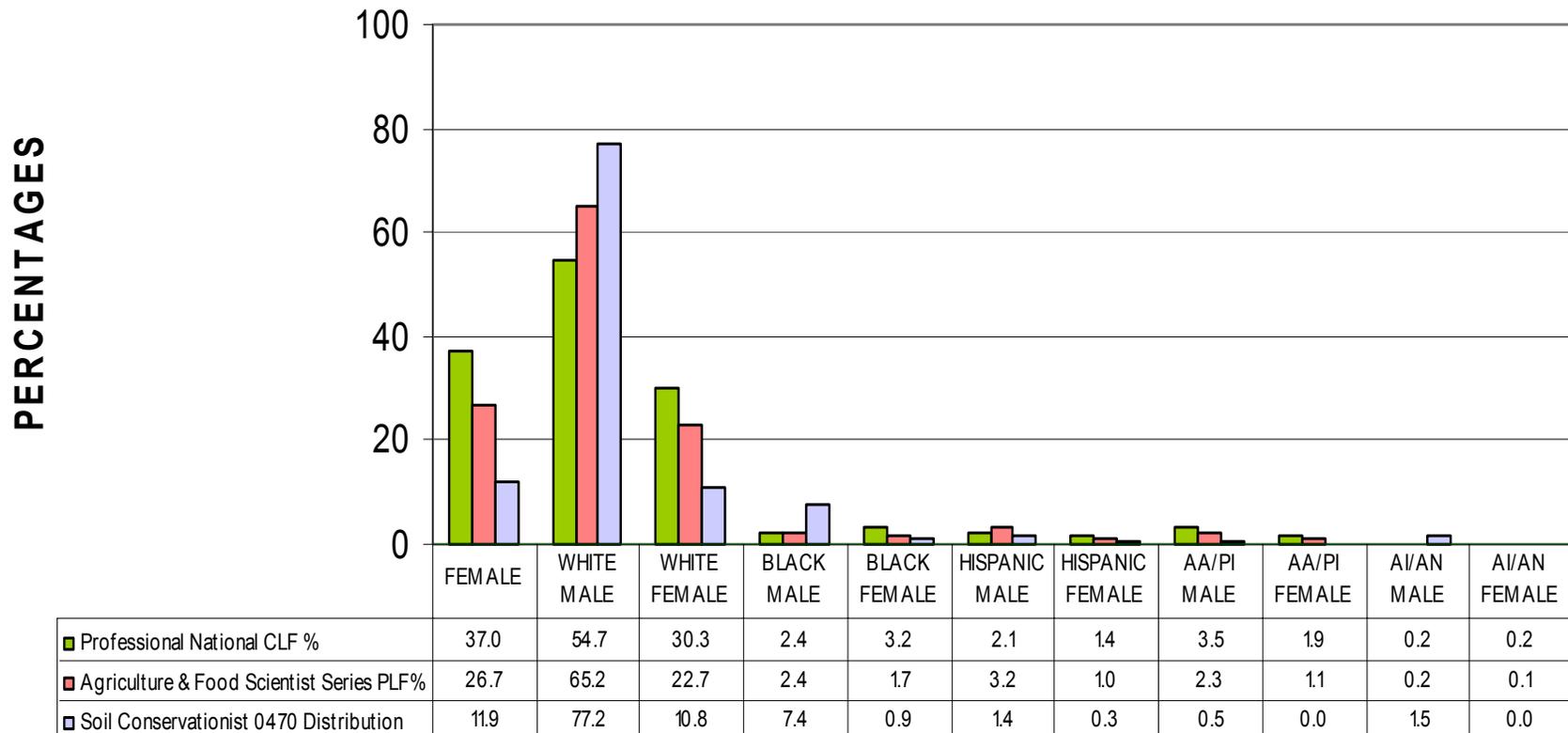
EEO Group Percentages Distribution of Grade Level GS 15 for Fiscal Year 2002



EEO Group Percentages Distribution of Grade Levels GS 18 & SES for Fiscal Year 2002



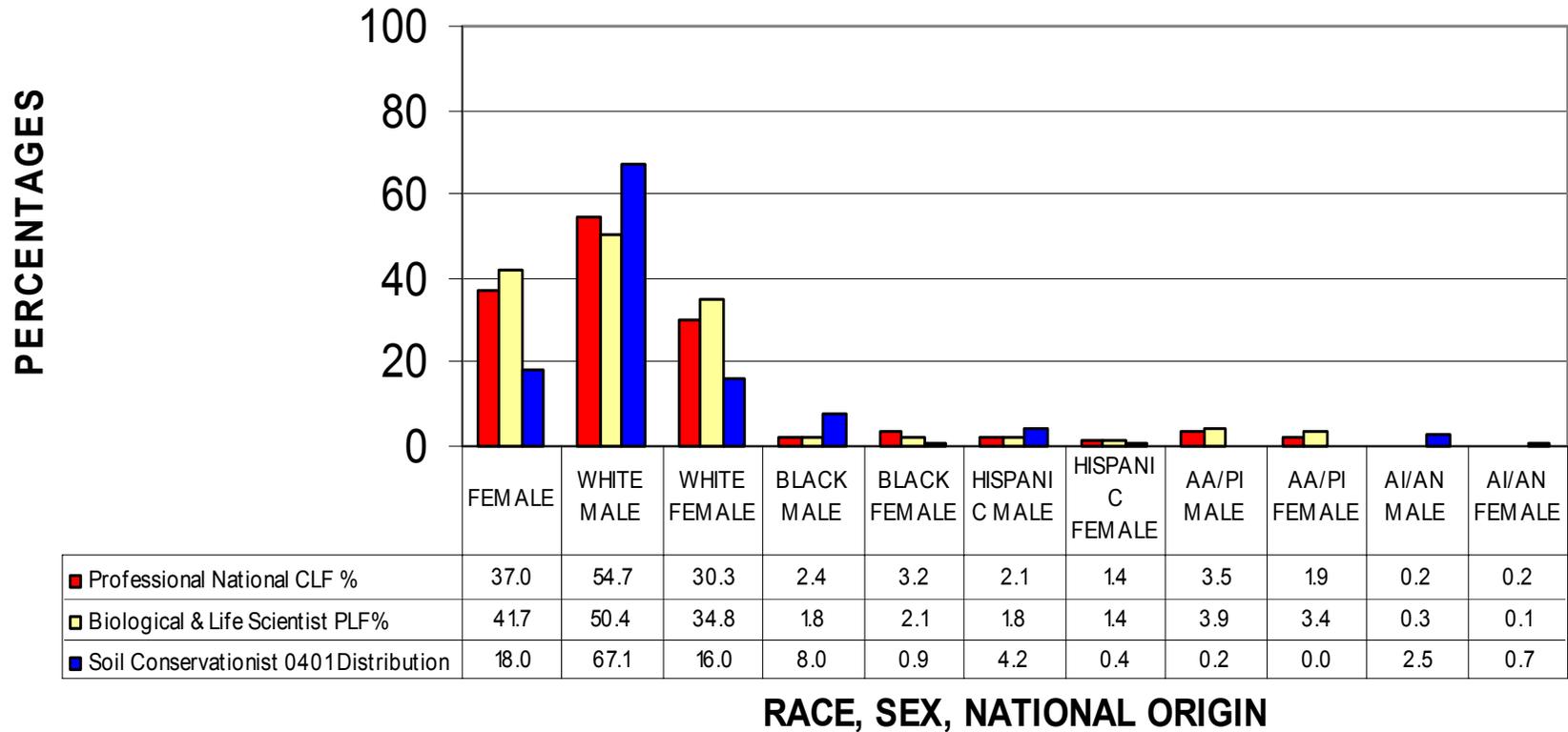
NRCS FY 02 Distribution Compared to the Professional Labor Force (CLF) and Soil Scientist 0470 Professional Labor Force (PLF)



RACE, SEX, NATIONAL ORIGIN

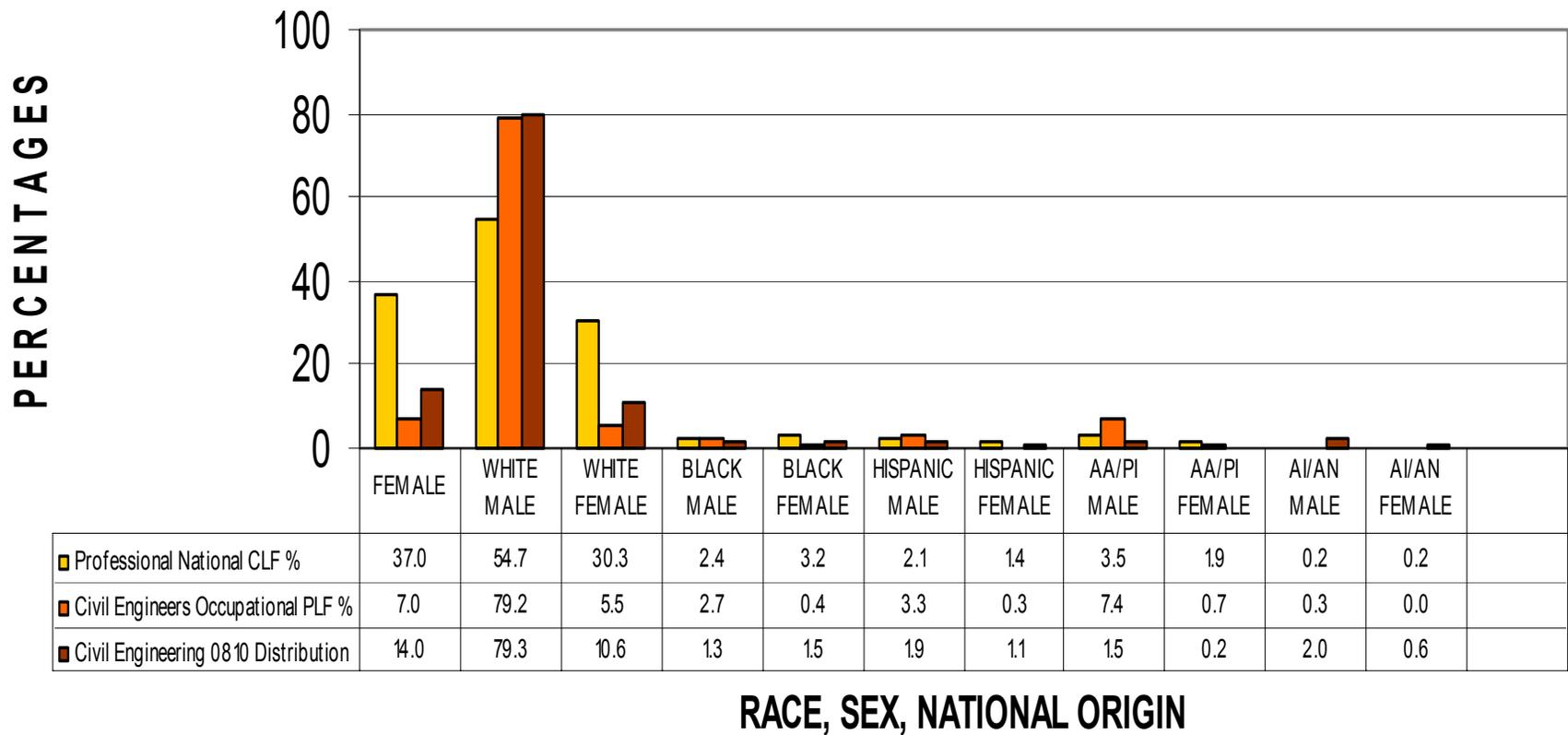
■ Professional National CLF %
 ■ Agriculture & Food Scientist Series PLF%
 ■ Soil Conservationist 0470 Distribution

NRCS FY 02 Distribution Compared to the Professional Civilian Labor Force (CLF) and Biological Scientist 0401 Professional Labor Force (PLF)



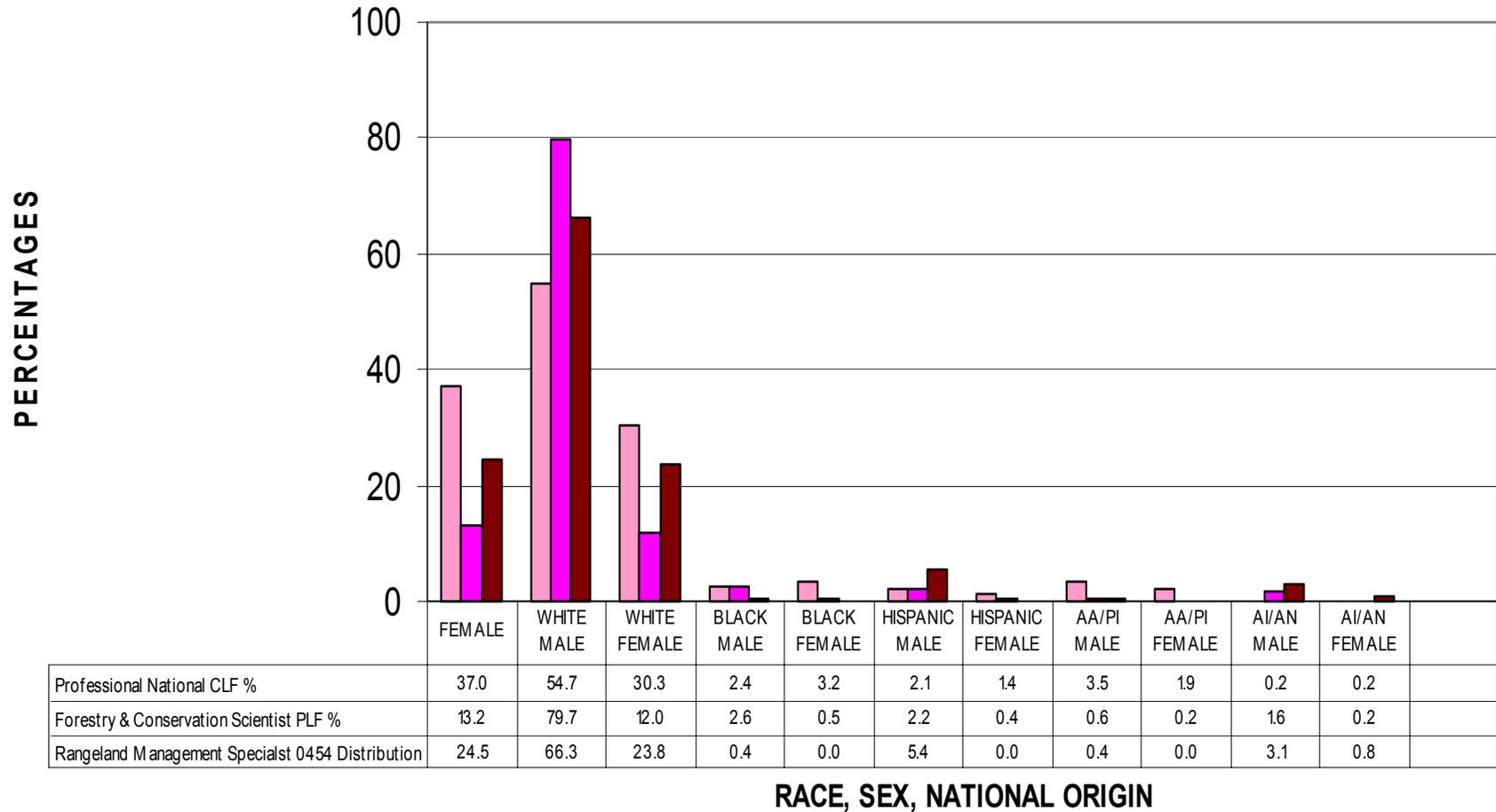
■ Professional National CLF %
 ■ Biological & Life Scientist PLF%
 ■ Soil Conservationist 0401 Distribution

NRCS FY 02 Distribution Compared to the Professional Civilian Labor Force (CLF) and Civil Engineers Occupational 0810 Professional Labor Force (PLF)



■ Professional National CLF %
 ■ Civil Engineers Occupational PLF %
 ■ Civil Engineering 0810 Distribution

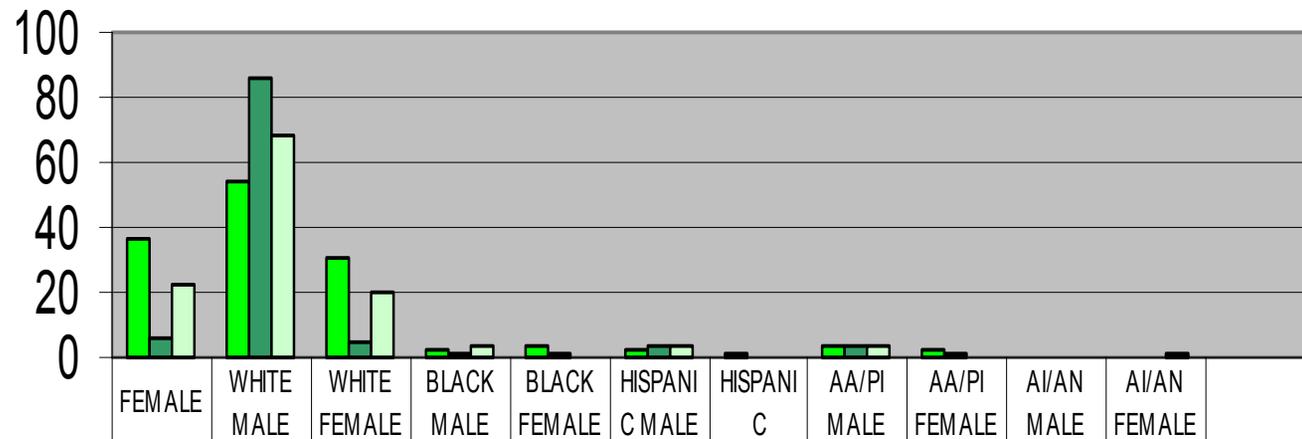
NRCS FY 02 Distribution Compared to the Professional Civilian Labor Force (CLF) and Rangeland Management Specialist 0454 Professional Labor Force (PLF)



■ Professional National CLF %
 ■ Forestry & Conservation Scientist PLF %
 ■ Rangeland Management Specialist 0454 Distribution

NRCS FY 02 Distribution Compared to the Profession Civilian Labor Force (CLF) and Agricultural Engineer 0890 Professional Labor Force (PLF)

PERCENTAGES

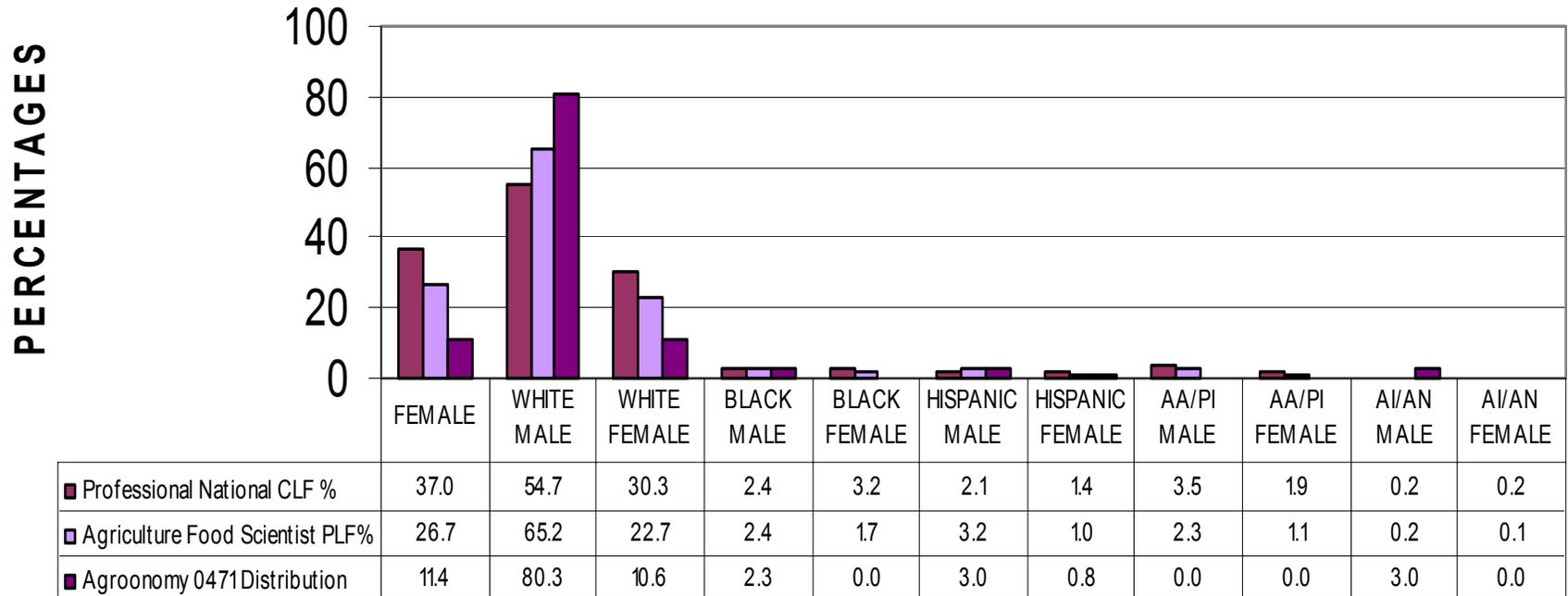


	FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC	AA/PI MALE	AA/PI FEMALE	AI/AN MALE	AI/AN FEMALE
■ Professional National CLF %	37.0	54.7	30.3	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
■ Agriculture Engineers Occupational PLF%	6.3	85.6	4.5	1.3	0.8	3.9	0.0	3.0	1.0	0.0	0.0
□ Agriculture Engineers 0890 Distribution	21.9	67.9	19.6	3.1	0.4	3.6	0.4	3.1	0.4	0.4	0.9

RACE, SEX, NATIONAL ORIGIN

■ Professional National CLF %
 ■ Agriculture Engineers Occupational PLF%
 □ Agriculture Engineers 0890 Distribution

NRCS FY 02 Distribution Compared to the Professional Civilian Labor Force (CLF) and Agronomy 0471 Professional Labor Force (PLF)



RACE, SEX, NATIONAL ORIGIN

■ Professional National CLF %
 ■ Agriculture Food Scientist PLF%
 ■ Agronomy 0471 Distribution