

**NATURAL RESOURCES CONSERVATION SERVICE
WORK FORCE DEMOGRAPHIC PROFILE
AFFIRMATIVE EMPLOYMENT PROGRAM (AEP) REPORT
FOR FY 2003**

Comparison of FY 2002 and 2003, NFC DN-714 data as of September 20, 2003

Total Work Force Demographic Profile for FY 2002 and FY 2003												
	Total		White		Black		Hispanic		Asian American/ Pacific Isl		Am Indian/ Alaskan Native	
	All	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
2002	11,827	3,485	7,179	2,846	581	379	294	132	62	34	226	94
2003	11,987	3,583	7,210	2,934	577	375	323	137	66	44	228	93
Total # Change	160	98	31	88	-4	-4	29	5	4	10	2	-1
Total % Change	1.4	2.8	0.4	3.1	-0.7	-1.1	9.9	3.8	6.5	29.4	0.9	-1.1
% 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
% of FY 2003 Work Force	100	29.9	60.1	24.5	4.8	3.1	2.7	1.1	0.6	0.4	1.9	0.8
National 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) 2003, the Natural Resources Conservation Service (NRCS) permanent work force (full and part-time) increased by 160 employees, going from 11,827 to 11,987.

Among the number of NRCS women and minorities employees, White females increased by 88, Hispanic males increased by 29, Asian American/Pacific Islander females increased by 10, Hispanic females increased by 5, Asian American/Pacific Islander males increased by 4 and American Indian/Alaska Native males increased by 2. NRCS lost 4 Black males, 4 Black females and 1 American Indian/Alaska Native male.

NRCS women and minority recruitment efforts are to be commended, especially with regard to the 29.4 percent increase to the Asian American/Pacific Islander female population. The Hispanic male population increased by 9.9 percent, followed by Asian American/Pacific Islander male population increase of 6.5 percent, the Hispanic female population increase of 3.8 percent, the White female population increase of 3.1 percent and the American Indian/Alaska Native population increase of 0.9 percent.

NRCS Black female population decreased by 1.1 percent, followed by the American Indian/Alaska Native female population which also decreased by 1.1 percent, followed by the Black male population decrease of 0.7 percent.

NRCS Work force Comparison of FY 2002 to FY 2003 By PATCOB and EEO Group

Change in NRCS Work Force Demographics by PATCOB for FY 2002 compared to FY 2003													
Data includes employees workforce as of September 20, 2003													
		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 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
	FY 2003	7,747	1,648	5,278	1,419	419	106	204	60	44	21	154	42
	Distribution %		21.3	68.1	18.3	5.4	1.4	2.6	0.8	0.6	0.3	2.0	0.5
	# Change	168	139	18	115	-7	3	9	10	3	7	6	4
	Distribution % Change		1.4	-1.3	1.1	-0.2	.0	.0	0.1	0.1	0.1	.0	.0
	Subgroup % Change	2.2	9.2	0.3	8.8	-1.6	2.9	4.6	20.0	7.3	50.0	4.1	10.5
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 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
	FY 2003	900	541	280	388	44	112	18	17	11	11	6	13
	Distribution %		60.1	31.1	43.	4.9	12.4	2.0	1.9	1.2	1.2	0.7	1.4
	# Change	26	10	6	3	5	5	4	-1	2	2	-1	1
	Distribution % Change		-0.7	-0.3	-1.0	0.4	0.2	0.4	-0.2	0.2	0.2	-0.1	.0
	Subgroup % Change	3.0	1.9	2.2	0.8	12.8	4.7	28.6	-5.6	22.2	22.2	-14.3	8.3
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 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
	FY 2003	2,498	811	1,464	663	80	87	72	34	9	5	62	22
	Distribution %		32.5	58.6	26.5	3.2	3.5	2.9	1.4	0.4	0.2	2.5	0.9
	# Change	-8	-3	-8	3	1	0	4	-2	0	0	-2	-4
	Distribution % Change		.0	-0.1	0.2	.0	.0	0.2	.0	.0	.0	-0.1	-0.1
	Subgroup % Change	-0.3	-0.4	-0.5	0.5	1.3	.0	5.9	-5.6	.0	.0	-3.1	-15.4

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

Change in NRCS Work Force Demographics by PATCOB for FY 2002 compared to FY 2003 (Continued)													
Data includes employees workforce as of September 20, 2003													
		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
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 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
	FY 2003	409	392	14	332	3	37	0	12	0	4	0	7
	Distribution %		95.8	3.4	81.2	0.7	9.0	0.0	2.9	0.0	1.0	0.0	1.7
	# Change	-23	-23	0	-13	0	-5	0	-3	0	-1	0	-1
	Distribution % Change		-0.3	0.2	1.3	.0	-0.7	.0	-0.6	.0	-0.2	.0	-0.2
	Subgroup % Change	-5.3	-5.5	.0	-3.8	.0	-11.9	.0	-20.0	.0	-20.0	.0	-12.5
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 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
	FY 2003	424	191	168	132	30	33	27	14	2	3	6	9
	Distribution %		45.0	39.6	31.1	7.1	7.8	6.4	3.3	0.5	0.7	1.4	2.1
	# Change	-3	-25	15	-20	-3	-7	12	1	-1	2	-1	-1
	Distribution % Change		-5.6	3.8	-4.5	-0.6	-1.6	2.9	0.3	-0.2	0.5	-0.2	-0.2
	Subgroup % Change	-0.7	11.6	9.8	-13.2	-9.1	-17.5	80.0	7.7	-33.3	*∞	-14.3	-10.0
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 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
	FY 2003	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	0	0	0	0	0	0	0	0	0	0
	Distribution % Change		0	0	0	0	0	0	0	0	0	0	0
	Subgroup % Change	0	0	0	0	0	0	0	0	0	0	0	0

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

*∞ is the symbol used when dividing a number by 1, this indicates infinity.

Synopsis of Work Force Demographics for FY 2003 by PATCOB and EEO Group

NRCS experienced an increase of 160 employees during FY 2003. The Professional Job Category experienced the largest increase of 168 employees, and the Administrative Job Category increased by 10 employees. All other job categories experienced losses to their ranks and included the Clerical Job Category which lost 23 employees, followed by the Technical Job Category which lost 8 employees, followed by the Other Job Category (which predominately consists of student trainees) which lost 3 employees. The Blue Collar Job Category remained unchanged at 9 employees.

Professional Employment

During FY 2003, NRCS's Professional work force increased by 168 employees, going from 7,579 to 7,747. All EEO groups experienced an increase in population except for Black males which lost 7 employees, however their overall representation in the work force is above the Civilian Labor Force (CLF). The largest increase of a minority subgroup was experienced by the Asian American/Pacific Islander female population which increased by 50 percent, going from 14 employees to 21. Hispanic female population increased by 20 percent, followed by American Indian/Alaska Native female population which increased by 10.5 percent. The White female population increased by 8.8 percent, followed by Asian American/Pacific Islander male population of 7.3 percent, Hispanic male population of 4.6 percent, American Indian/Alaska Native population of 4.1 percent and Black female population which increased by 2.9 percent. Black males lost 7 employees which reduced their population by 1.6 percent.

Professional White female, Black female, Hispanic female, Asian American/Pacific Islander male and Asian American/Pacific Islander female representation is below the (CLF). Black male, Hispanic male, American Indian/Alaska Native male and American Indian/Alaska Native female representation is above the CLF.

Administrative Employment

NRCS's Administrative work force increased by 26 employees going from 874 to 900 in FY 2003. The Hispanic male population increased by 28.6 percent with the increase of 4 employees, followed by Asian American/Pacific Islander male and Asian American/Pacific Islander female population which increased by 2 employees each, resulting in a 22.2 percent population increase respectively. Black male population increased by 12.8 percent, with the increase of 5 employees, followed by American Indian/Alaska Native female population which increased by 8.3 percent by adding 1 employee to their ranks. The Black female population grew by 4.7 percent with the increase of 5 employees, followed by White female population which increased by 0.8 percent with the addition of 3 employees.

American Indian/Alaska Native male population was reduced by 14.3 percent with the loss of 1 employee, followed by a 5.6 percent decrease in Hispanic female population with the loss of 1 employee.

Regarding women and minority overall representation Hispanic male, Hispanic female, Asian American/Pacific Islander male and Asian American/Pacific Islander female representation is below the CLF.

Technical Employment

NRCS Technical work force, (the 2nd largest job category), decreased by 8 employees, going from 2,506 to 2,498. American Indian/Alaska Native female population decreased by 15.4 percent with the loss of 4 employees, going from 26 to 22, followed by Hispanic female population which was reduced by 5.6 percent with the loss of 2 employees, going from 36 to 34 employees, and American Indian Alaska Native male population which lost 2 employees reducing its overall population by 3.1 percent.

On the other hand, the Hispanic male population increased by 5.9 percent with the addition of 4 employees, followed by Black male population increase of 1.3 percent with the addition of 1 employee, and White female population increase of 0.5 percent with the addition of 3 employees.

American Indian/Alaska Native male and female employee representation is the only EEO group that is above the CLF.

Clerical Employment

NRCS Clerical work force which is made up of 95.8 percent female, decreased by 23 employees, going from 432 to 409. The greatest EEO group population percentage decrease was experience by the Hispanic female population which lost 3 employees resulting in a 20 percent reduction to their overall population. Asian American/Pacific Islander females lost 1 of their 5 employees which also reduced their overall population by 20 percent. American Indian/Alaska Native female population lost 1 of their 8 employees which reduced their overall population by 12.5 percent, followed by the loss of 5 of 42 Black females reducing their population by 11.9 percent. The White female population lost 13 employees reducing their population by 3.8 percent.

White female and American Indian/Alaska Native female representation is above the CLF. All other EEO group categories are under represented. There are no Hispanic male, Asian American/Pacific Islander male or American Indian/Alaska Native male Clerical employees.

Other Employment

During FY 2003, NRCS employees in the Other work force category, which consists of various job occupations for student trainees, decreased by 3, going from 427 to 424.

Asian American/Pacific Islander male population experienced the greatest loss of 33.3 percent, by losing 1 of their 3 employees. Black females lost 7 of their 40 employees which reduced their population by 17.5 percent. American Indian/Alaska Native male population lost 1 of their 7 employees, reducing their population percentage by 14.3, followed by White female population which was reduced by 13.2 percent when they lost 20 of their 152 employees. American Indian/Alaska Native females lost 1 of their 10 employees, reducing their population by 10 percent followed by Black male population which lost 3 of their 33 employees reducing their population by 9.1 percent.

The largest percentage increase to an EEO group population was experienced by the Asian American/Pacific Islander female group which increased their roster from 1 to 3 employees, thus increasing their population by more than double, which is indicated by the Infinity sign on the table.

Hispanic male population increased by 12 employees, going from 15 to 27 employees which increased their overall population by 80 percent, and finally the Hispanic female population increased by 1 employee resulting in their overall population increase of 7.7 percent.

Black male and Asian American /Pacific Islander male representation in this job category is below the CLF.

Blue Collar

NRCS Blue collar work force remained unchanged at 9 employees during FY 2003, which consists of 6 white males, 1 Black male and 2 Hispanic males. No other EEO group is represented in this job category.

**WORK FORCE UNDER REPRESENTATION
BY PATCOB AND EEO GROUP
COMPARED TO THE (CLF)
FOR FY 2003**

PATCOB Category	Total		White		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native	
	All	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
Professional Total	7,747	1,648	5,278	1,419	419	106	204	60	44	21	154	42
%	100	21.3	68.1	18.3	5.4	1.4	2.6	0.8	0.6	0.3	2.0	0.5
<i>CLF %</i>	<i>100</i>	<i>37.0</i>	<i>54.7</i>	<i>30.3</i>	<i>2.4</i>	<i>3.2</i>	<i>2.1</i>	<i>1.4</i>	<i>3.5</i>	<i>1.9</i>	<i>0.2</i>	<i>0.2</i>
Administrative Total	900	541	280	388	44	112	18	17	11	11	6	13
%	100	60.1	31.1	43.1	4.9	12.4	2.0	1.9	1.2	1.2	0.7	1.4
<i>CLF %</i>	<i>100</i>	<i>50.0</i>	<i>42.1</i>	<i>40.4</i>	<i>3.6</i>	<i>5.3</i>	<i>2.6</i>	<i>2.6</i>	<i>1.4</i>	<i>1.4</i>	<i>0.3</i>	<i>0.3</i>
Technical Total	2,498	811	1,464	663	80	87	72	34	9	5	62	22
%	100	32.5	58.6	26.5	3.2	3.5	2.9	1.4	0.4	0.2	2.5	0.9
<i>CLF %</i>	<i>100</i>	<i>54.9</i>	<i>36.1</i>	<i>42.9</i>	<i>3.6</i>	<i>6.6</i>	<i>3.2</i>	<i>3.4</i>	<i>1.9</i>	<i>1.6</i>	<i>0.4</i>	<i>0.4</i>
Clerical Total	409	392	14	332	3	37	0	12	0	4	0	7
%	100	95.8	3.4	81.2	0.7	9.0	0.0	2.9	0.0	1.0	0.0	1.7
<i>CLF %</i>	<i>100</i>	<i>80.5</i>	<i>14.0</i>	<i>63.4</i>	<i>2.8</i>	<i>9.6</i>	<i>1.7</i>	<i>5.2</i>	<i>0.8</i>	<i>1.9</i>	<i>0.1</i>	<i>0.5</i>
Other Total	424	191	168	132	30	33	27	14	2	3	6	9
%	100	45.0	39.6	31.1	7.1	7.8	6.4	3.3	0.5	0.7	1.4	2.1
<i>CLF %</i>	<i>100</i>	<i>15.7</i>	<i>67.6</i>	<i>11.2</i>	<i>9.7</i>	<i>3.2</i>	<i>4.8</i>	<i>1.0</i>	<i>1.2</i>	<i>0.3</i>	<i>0.9</i>	<i>0.2</i>
Blue Collar	9	0	6	0	1	0	2	0	0	0	0	0
%	100	0.0	66.7	0.0	11.1	0.0	22.2	0.0	0.0	0.0	0.0	0.0
<i>CLF %</i>	<i>100</i>	<i>14.1</i>	<i>65.4</i>	<i>9.8</i>	<i>9.1</i>	<i>2.2</i>	<i>8.7</i>	<i>1.5</i>	<i>1.7</i>	<i>0.5</i>	<i>0.8</i>	<i>0.2</i>

* EEOC sanctioned CLF; **Bold indicates under representation when compared to the civilian labor force (CLF).**

The above table indicates EEO groups in the NRCS work force by PATCOB, which are below the National Civilian Labor Force (CLF) percentages and are therefore considered by EEOC to be demographic areas that need additional attention.

Change in NRCS Work Force Profile by Major Job Occupation Categories with 100 or more Employees												
NFC DN-714 data as of September 20, 2003												
<u>PROFESSIONAL SERIES</u>	Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Professional National CLF %</i>		37.0	54.7	30.3	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2
0457 Soil Conservationist	4,270	961	2,849	821	252	64	107	36	17	12	84	28
Workforce Percentage		22.5	66.7	19.2	5.9	1.5	2.5	0.8	0.4	0.3	2.0	0.7
0470 Soil Scientist	920	115	704	102	67	8	13	3	6	2	15	0
Workforce Percentage		12.5	76.5	11.1	7.3	0.9	1.4	0.3	0.7	0.2	1.6	0.0
0401 General Biological Scientist	859	171	562	150	64	8	34	6	2	1	26	6
Workforce Percentage		19.9	65.4	17.5	7.5	0.9	4.0	0.7	0.2	0.1	3.0	0.7
0810 Civil Engineering	555	76	438	59	8	5	10	6	11	3	12	3
Workforce Percentage		13.7	78.9	10.6	1.4	0.9	1.8	1.1	2.0	0.5	2.2	0.5
0454 Rangeland Management Specialist	271	78	169	75	1	0	17	1	0	0	6	2
Workforce Percentage		28.8	62.4	27.7	0.4	0.0	6.3	0.4	0.0	0.0	2.2	0.7
0890 Agricultural Engineering	238	59	158	53	6	1	9	2	4	1	2	2
Workforce Percentage		24.8	66.4	22.3	2.5	0.4	3.8	0.8	1.7	0.4	0.8	0.8
0471 Agronomy	120	15	94	15	2	0	5	0	0	0	4	0
Workforce Percentage		12.5	78.3	12.5	1.7	0.0	4.2	0.0	0.0	0.0	3.3	0.0
<u>ADMINISTRATIVE SERIES</u>												
<i>Administrative National CLF %</i>		50.0	42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3
2210 Information Technology Specialist	271	122	123	102	8	14	8	3	7	2	3	1
Workforce Percentage		45.0	45.4	37.6	3.0	5.2	3.0	1.1	2.6	0.7	1.1	0.4
0201 Personnel Management	104	83	16	58	4	17	1	3	0	1	0	4
Workforce Percentage		79.8	15.4	55.8	3.8	16.3	1.0	2.9	0.0	1.0	0.0	3.8

* EEOC sanctioned CLF; **Bold indicates under representation when compared to the civilian labor force (CLF).**

Change in NRCS Work Force Profile by Major Job Occupation Categories with 100 or more Employees												
NFC DN-714 data as of September 20, 2003												
<u>TECHNICAL SERIES</u>	Total		White		Black		Hispanic		Asian American Pacific Islander		American Indian Alaska Native	
	All	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Technical National CLF %</i>		54.9	36.1	42.9	3.6	6.6	3.2	3.4	1.9	1.6	0.4	0.4
0458 Soil Conservation Technician	1,384	279	978	257	45	5	32	7	6	1	44	9
Workforce Percentage		20.2	70.7	18.6	3.3	0.4	2.3	0.5	0.4	0.1	3.2	0.7
0802 Engineering Technician	454	42	356	41	19	0	25	0	0	0	12	1
Workforce Percentage		9.3	78.4	9.0	4.2	0.0	5.5	0.0	0.0	0.0	2.6	0.2
0303 Miscellaneous Clerk & Assistants	228	219	4	157	4	44	0	8	0	3	1	7
Workforce Percentage		96.1	1.8	68.9	1.8	19.3	0.0	3.5	0.0	1.3	0.4	3.1
<u>CLERICAL SERIES</u>												
<i>Clerical National CLF %</i>		80.5	14.0	63.4	2.8	9.6	1.7	5.2	0.8	1.9	0.1	0.5
0318 Secretary	279	277	2	232	0	28	0	9	0	3	0	5
Workforce Percentage		99.3	0.7	83.2	0.0	10.0	0.0	3.2	0.0	1.1	0.0	1.8
<u>OTHER SERIES</u>												
<i>Other National CLF %</i>		15.7	67.6	11.2	9.7	3.2	4.8	1.0	1.2	0.3	0.9	0.2
0499 Biological Science Student Trainee	333	160	126	114	26	27	17	11	0	1	4	7
Workforce Percentage		48.0	37.8	34.2	7.8	8.1	5.1	3.3	0.0	0.3	1.2	2.1

* EEOC sanctioned CLF; **Bold indicates under representation when compared to the civilian labor force (CLF).**

**MISSION RELATED AND MAJOR OCCUPATIONS WITH
UNDER REPRESENTATION IN EEO GROUP**

The following EEO Groups are experiencing under representation within the series/title shown:

PATCO CATEGORY/SERIES/TITLE	UNDER REPRESENTED EEO GROUP
PROFESSIONAL	
0457 Soil Conservationist	Females: Overall, White, Black, Hispanic, AA/PI Males: AA/PI
0470 Soil Scientist	Females: Overall, White, Black, Hispanic, AA/PI, AI/AN Males: Hispanic, AA/PI
0401 General Biological Scientist	Female: Overall, White, Black, Hispanic, AA/PI Males: AA/PI
0810 Civil Engineering	Females: Overall, White, Black, Hispanic, AA/PI Males: Black, Hispanic, AA/PI
0454 Rangeland Management Specialist	Females: Overall, White, Black, Hispanic, AA/PI Males: Black, AA/PI
0890 Agricultural Engineering	Females: Overall, White, Black Hispanic, AA/PI Males: AA/PI
0471 Agronomy	Females: Overall, White, Black, Hispanic, AA/PI, AI/AN Males: Black, AA/PI
ADMINISTRATIVE	
2210 Information Technology Specialist	Females: Overall, White, Black, Hispanic, AA/PI Males: Black
0201 Personnel Management	Females: AA/PI Males: Hispanic, AA/PI, AI/AN
TECHNICAL	
0458 Soil Conservation Technician	Females: Overall, White, Black, Hispanic, AA/PI, Males: Black, Hispanic, AA/PI
0802 Engineering Technician	Females: Overall, White, Black, Hispanic, AA/PI, AI/AN Males: AA/PI
0303 Miscellaneous Clerk & Assistant	Females: AA/PI Males: Black, Hispanic, AA/PI
CLERICAL	
0318 Secretary	Females: Hispanic, AA/PI Males: Black, Hispanic, AA/PI, AI/AN
OTHER	
0499 Biological Science Student Trainee	Females: None Males: Black, AA/PI