

United States
Department of
Agriculture

DEC - 2 2008

Animal and Plant
Health Inspection
Service

SUBJECT: APHIS FY 2008 EEO Program Status Report

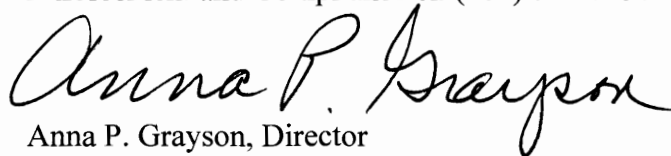
Civil Rights Enforcement
and Compliance

TO: Sherie Hinton Henry
Associate Assistant Secretary for Civil Rights

Washington, DC
20250

Enclosed is a copy of the Animal and Plant Health Inspection Service Annual EEO Program Status Report. The report includes an update on the status of the agency and accomplishments on the action items proposed in the APHIS FY 2007 Management Directive 715 report.

If you have questions or require additional information, please contact me at (202) 720-0009 or Njeri K. Mwalimu, Deputy Director, Civil Rights Enforcement and Compliance on (202) 720-7830.



Anna P. Grayson, Director
Civil Rights Enforcement and Compliance

Enclosure

EEOC FORM 715-01

EEO Program Status Report

Section 1 - APHIS Organization Chart and Civil Rights Policy Statement

Section 2 - Parts A - J

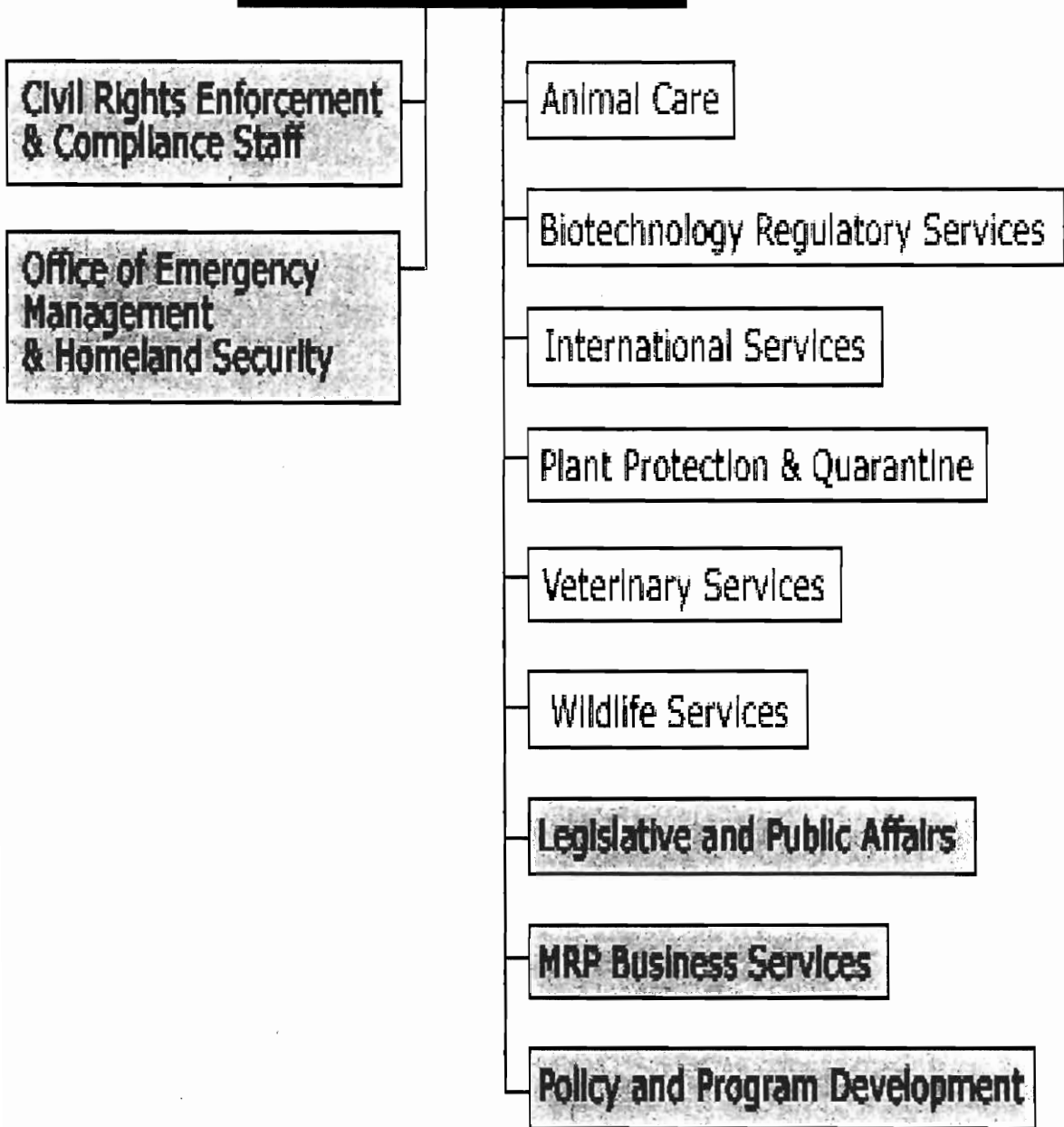
- Part A - Agency's Identifying Information
- Part B - Total Employment
- Part C - Agency Officials Responsible for Oversight of EEO Programs
- Part D - List of Subordinate Components Covered in this report
- Part E - Executive Summary
- Part F - Certification of Establishment of Continuing Equal Employment Opportunity Programs
- Part G - Self-Assessment Checklist - ***Not Required for Submission***
- Part H - EEO Plan to Attain the Essential Elements of a model EEO Program
- Part I - EEO Plan to Eliminate Identified Barriers and FY 2007 List of Accomplishments
- Part J - Special Program for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities

Section 3 - Tables A and B

A Tables - Total Employment

B Tables - Individuals with Disabilities Employment

APHIS Administrator





United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

APHIS Civil Rights Policy Statement

I am very pleased and excited to serve as the most recently appointed Administrator for the Animal and Plant Health Inspection Service. As Administrator, I am bringing the same intense commitment to the APHIS mission as my predecessors demonstrated. My view is that it is the Administrator's job to ensure that you have the support you need to accomplish the mission and every opportunity to succeed as part of our team. At this time, I also take the opportunity to reiterate my commitment to Civil Rights and Equal Employment Opportunity in the workplace, and in the communities for which we provide a variety of services. We will continue our efforts to ensure that APHIS maintains a workplace free of discrimination and promotes diversity throughout the work force.

All APHIS employees, applicants for employment and outside constituents regardless of age, race, color, national origin, gender, sexual orientation, disability, religion, political affiliations, and marital or familial status deserve to be treated fairly and equitably and with dignity and respect.

This means that all APHIS managers, supervisors, and employees are responsible for maintaining positive workplace operations to ensure that APHIS continues to function as a model civil rights organization. All managers, supervisors and employees will be held accountable for engaging in any actions that result in any infractions of this policy.

This Civil Rights Policy Statement must be prominently displayed in all work areas to ensure that the APHIS workforce is reminded of their Civil Rights responsibilities. I am confident and optimistic about our future because of the talented and dedicated personnel who contribute to the success of our Agency.

Cindy J. Smith
Administrator

NOV 26 2007



Safeguarding American Agriculture

APHIS is an agency of USDA's Marketing and Regulatory Programs
An Equal Opportunity Provider and Employer

Federal Relay Service
(Voice/TTY/ASCII/Spanish)
1-800-877-8339



Animal and Plant Health Inspection Service Anti-Harassment Policy Statement

United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

As APHIS Administrator, I want to express my strong commitment to continuing to prohibit sexual and other types of harassment in the workplace. I encourage managers, supervisors, and employees to remain cognizant of this policy and refrain from and take steps to prevent acts of harassment of any nature.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual; has the purpose or effect of creating an intimidating, hostile, or offensive work environment; unreasonably interferes with work performance; or otherwise adversely affects employment opportunities. Harassing conduct includes, but is not limited to, epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, written or verbal comments, or graphic material to denigrate or show hostility or aversion toward an individual or group.

Employees seeking relief from harassment based on sex (with or without sexual conduct), race, color, religion, national origin, age, disability, sexual orientation, marital or parental status must contact the Civil Rights Enforcement and Compliance (CREC) Alternative Dispute Resolution Center (1-800-372-7231) within 45 days of an alleged incident. All other allegations of harassment should be reported to supervisors, managers, or the Workplace Violence Prevention and Response Hotline (1-866-234-3174).

All claims of harassment must be resolved before they become severe or pervasive. APHIS employees, applicants, and service recipients may express harassment complaints without fear of retaliation. All acts of retaliation must be reported immediately through the appropriate forum. All allegations will be investigated, and any individual(s) determined to have perpetuated harassment will be subject to disciplinary action. Upon resolution of harassment claims, program area managers must ensure that such acts do not recur. APHIS managers are encouraged to participate in the Agency's annual training about unlawful harassment.

Enforcement guidance from the Equal Employment Opportunity Commission on employer liability for acts of harassment states that "***An employer is always liable for harassment by a supervisor on a prohibited basis that culminates in a tangible employment action.***" Tangible employment actions include: hiring and firing; promotion and failure to promote; demotion; undesirable reassignment; a decision causing significant change in benefits; compensation decisions; and work assignment. The guidance also provides that "***in some circumstances, an employer may be subject to vicarious liability for harassment by a supervisor who does not have actual authority over the employee.***"

Managers must disseminate this policy statement to all supervisors and provide copies to employees. This policy and the ***EEOC Enforcement Guidance, Notice 915.002 Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors*** are located on the CREC website at www.aphis.usda.gov/civil_rights. Prevention is the most effective tool to successfully eliminate harassment in the workplace.


Cindy J. Smith
Administrator

NOV 26 2007



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**EEOC FORM
715-01 PART A – F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

For period covering October 1, 2007, to September 30, 2008

PART A Department or Agency Identifying Information	1. Agency		1. United States Department of Agriculture	
	1.a. 2nd level reporting component		Animal and Plant Health Inspection Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Avenue, SW	
	3. City, State, Zip Code		3. Washington, DC 20250	
	4. CPDF Code	5. FIPS code(s)	4. AG 34 24	5. 11001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 6,031	
	2. Enter total number of temporary employees		2. 1,664	
	3. Enter total number employees paid from non- appropriated funds		3. N/A	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 8,847*	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Edward T. Schafer Secretary of Agriculture	
	2. Agency Head Designee		2. Cindy J. Smith Administrator	
	3. Principal EEO Director Official Title/Series/Grade		3. Anna P. Grayson, Director Civil Rights Enforcement and Compliance (CREC) 0260-15	
	4. Title VII Affirmative EEO Program Official		4. Njeri K. Mwalimu, Deputy Director CREC	
	5. Section 501 Affirmative Action Program Official		5. Sophia L. Kirby, Disability Employment Program Manager	
	6. Complaint Processing Program Manager		Anna P. Grayson, Director Civil Rights Enforcement and Compliance	

	7. Other Responsible EEO Staff	Myra P. Young, Manager Alternative Dispute Resolution Center
		Steve Shelor, Assistant Director Program Delivery and Evaluations

** The APHIS employment database maintained by the National Finance Center (NFC) contains a third category of employees in addition to permanent and temporary. They are classified as "indefinite" employees who are on a "when actually employed" status. In FY 2008 APHIS had 1,152 indefinite employees in its personnel database. With the exception of tables A1, A8, B1, and B8 which specifically categorize the indefinite employees, those employees are not included as a separate personnel group in the analytical discussions contained in this report.*

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes
List of Subordinate Components Covered in This Report	Office of the Administrator Washington, D. C. <i>(Civil Rights Enforcement and Compliance; and Office of Emergency Management & Homeland Security)</i>	
	Office of the Deputy Administrator Policy and Program Development Riverdale, Maryland Raleigh, North Carolina	
	Office of the Deputy Administrator Legislative and Public Affairs Washington, D. C. Riverdale, Maryland	
	Office of the Deputy Administrator Marketing and Regulatory Programs Business Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado Minneapolis, Minnesota	
	Office of the Deputy Administrator International Services Washington, D. C. Riverdale, Maryland International Locations	
	Office of the Deputy Administrator Plant Protection and Quarantine Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	
	Office of the Deputy Administrator Veterinary Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado	

Office of the Deputy Administrator Animal Care Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		
Office of the Deputy Administrator Wildlife Services Washington, D. C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		
Office of the Deputy Administrator Biotechnology and Regulatory Services Riverdale, Maryland		

EEOC FORM 715-01 PART E

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Animal and Plant Health Inspection Service

For Period Covering October 1, 2007 to September 30, 2008

EXECUTIVE SUMMARY

"Protecting American Agriculture" is the basic charge of the Animal and Plant Health Inspection Service (APHIS). APHIS provides leadership in ensuring the health and care of animals and plants. The agency improves agricultural productivity and competitiveness and contributes to the national economy and the public health. The APHIS mission is an integral part of USDA's efforts to provide the nation with safe and affordable food.

The Fiscal Year 2008 EEO Program Status Report reflects feedback from 355 managers and supervisors who were required to complete and submit to the civil rights staff, the APHIS EEO Program Survey. The survey along with input from the APHIS FEORP Plan, EEO Compliance Reviews, the APHIS Outreach Report and the APHIS Annual Civil Rights Performance Report are used to measure civil rights and equal employment opportunity accomplishments. This information is also used to measure our Agencies progress towards the implementation of EEOC's Management Directive 715 as provided with the following Six Essential Elements of a model EEO Program.

Demonstrated Commitment from Agency Leadership: The Annual Civil Rights Policy Statement and the Anti-Harassment Policy Statement covering fiscal year 2008 were signed and issued by our Agency Administrator, Cindy J. Smith on November 26, 2007. These policy statements demonstrate and affirm that the APHIS EEO program requirements will be enforced and that APHIS will maintain a workplace free from discrimination. The policy statements are provided both electronically and hard copy to all employees and are prominently posted for viewing by employees and visitors. During fiscal year 2008 APHIS was the recipient of the Office of General Counsel (OGC) Civil Rights Program of the Year Award, and also received the USDA's 1st Agency Diversity Award presented by ASCR.

Integration of EEO into the Agency's Strategic Mission: The first Organizational Priority in the APHIS Strategic Plan (2007-2012) is to become a model civil rights organization. APHIS continues to successfully implement its 3 Civil Rights Strategic Plan Goals which are aligned with the APHIS Strategic Plan and with the broader direction provided by the Department's Civil Rights Strategic Plan.

The APHIS Civil Rights Director is a member of the Administrator's Management Team and meets regularly with the Administrator and the team to discuss the implementation and progress of the Agency's Civil Rights Program and its compliance with Management Directive 715 and the Title VII Civil Rights and Rehabilitation Programs. The Civil Rights Director provides quarterly briefings to the Administrator and other senior officials on the "Status of the Agency". The most recent briefing was held on January 24, 2008. Also, APHIS has provided sufficient resources to ensure adequate staffing and funding to operate the agencies EEO program in an effective manner. The Civil Rights Director is the fund holder and manages those resources. This includes the staffing of trained personnel to conduct data collection and the barrier analysis and elimination that are required by MD-715.

Management and Program Accountability: Summary EEO feedback status reports are provided to Agency managers and supervisors annually. In addition to the mandatory civil rights training, annual EEO – Civil Rights training is provided to senior management officials. Quarterly EEO updates are provided to management officials through the Civil Rights Enforcement and Compliance Operational Plan and the Annual EEO Program Status Report. The Human Capital Reports are also submitted to the Human Resources Director on a quarterly basis. Mid-Year and End-of-Year Special Emphasis Program Analysis are also distributed throughout the agency and posted on the civil rights website. On-site and desk civil rights compliance reviews were conducted annually to assess the effectiveness and efficiency of the EEO program.

Proactive Prevention of Unlawful Discrimination: APHIS performance plans include requirements to accomplish civil rights program objectives, integrate civil rights policies, and ensure a discrimination free work environment at all levels. APHIS continues to use Web-based training to assist executives, managers, and supervisors develop credible measures to accurately assess employee performance and align performance plans with organizational goals.

The Civil Rights and Human Resources Directors continue to provide training and briefings for managers and supervisors on the Alternative Dispute Resolution and Conflict Prevention processes. In FY 2008, there were a total of 3 Fundamentals of APHIS Human Resources Managers Presentations, 19 Webinars and 7 Civil Rights Information Academy Presentations. The Management Help Line continues to be an available resource for complaint prevention.

Efficiency: APHIS maintains an efficient, fair, accessible and impartial complaint process that is frequently audited to measure efficiency. The Agency continues to use the Micropact iComplaints System which enables staff to create, track, manage, and report on EEO complaint cases at any stage in the EEO process up to resolution and closure. Civil Rights Enforcement and Compliance actively participates in the iComplaints User Advisory Board meetings which are convened by the Department on a monthly basis. In FY 2008, APHIS crossed the threshold of closing more than 1,000 complaints since the beginning of the Complaints Reduction Initiative which started in

1998.

Responsiveness and Legal Compliance: APHIS has a system in place for ensuring timely compliance of any orders or directives issued by EEOC. The Civil Rights Compliance Reviews, which include desk and on-site reviews, are conducted according to an annual schedule. During the period July 1, 2007 thru July 30, 2008 APHIS completed the following on-site civil rights compliance reviews: Plant Protection and Quarantine – all employees, Animal Care Western Region, Veterinary Services Fort Collins, Colorado, Wildlife Services Colorado, Marketing and Regulatory Business Services Fort Collins, Colorado. In addition, there were 3 desk audits: APHIS Ag-Discovery, Recruitment, Relocation and Retention Incentives, and Veterinary Services Eastern Region. The Assistant Director for Program Delivery and Compliance provides written analyses of all Compliance Reviews to the heads of all units that participated in the reviews. All recommendations and corrective actions are monitored until fully implemented.

EEOC FORM 715-01 PART F

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Anna P. Grayson, Equal Employment Manager, 0260-15 am the

Principal EEO Director for Animal and Plant Health Inspection Service, Civil Rights Enforcement and Compliance

The annual self-assessment of Section 717 and Section 501 programs were reviewed against the essential elements prescribed by EEO MD-715. If an essential element did not meet the standards outlined in EEO MD-715, further evaluation was conducted and Plans for attaining the Essential Elements were included in with this report.

Work force profiles and barrier analyses focused on detecting the existence of management or personnel policies, procedures or practices that may be operating to the disadvantage of any group. EEO Plans to eliminate these barriers are also included in this report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Anna P. Grayson
Anna P. Grayson, Director
Civil Rights Enforcement and Compliance
Signature of Principal EEO Director
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.

12/2/08
Date

Kevin Shea / EOW
Cindy J. Smith, Administrator
Signature of Agency Head

12/2/08
Date

EEOC FORM 715 - 01

EEO Program Status Report

PART H and

EEO Plan to Attain the Essential Elements of a Model Program

**EEOC FORM
715-01 PART H**

EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2008 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	In the past years, the Agency has not had 100% compliance with permanent employees completing civil rights training.
Objective:	To ensure the total permanent workforce completes civil rights training.
Responsible Official(s):	Training and Development Division – Human Resources APHIS Managers and Supervisors
Date Objective Initiated:	October 1, 2008
Target Date for Completion of Objective:	September 30, 2009
Planned Activities Toward Completion of Objective:	<p>Monitor the Agency’s AgLearn System to ensure that Mandatory Civil Rights Training is available to all permanent employees.</p> <p>Improve reporting capability to ensure accurate and comprehensive results</p> <p>Enter the module in all permanent employee’ learning plan with a due date as soon as it is available,</p> <p>Provide status reports of those employees who have not taken the training at APHIS AMT Meetings</p> <p>Require that managers’ civil rights elements include ensuring that all permanent employees on their staffs have taken the mandatory civil rights training.</p>
Target Date(s):	September 2009

Accomplishment of Objectives:	
Results:	

**EEOC FORM
715-01 PART H**

EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2008 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	Does the agency EEO office have management controls in place to monitor and ensure that the data collected from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC.
Objective:	Implement a data collection system that permits tracking of the information required by MD-715 and its instructions.
Responsible Official(s):	Director, CREC Deputy Director, CREC Director, Human Resources
Date Objective Initiated:	December 1, 2008
Target Date for Completion of Objective:	September 30, 2008
Planned Activities Toward Completion of Objective:	Review current NFC data elements accessible via "FOCUS" reports, to ensure EEOC MD 715 requirements can be met. Monitor the results of the new USDA Applicant Flow system and the system created to document RSNO data in the require MD 715 format.
Target Date(s):	NFC data element review to be completed by July 1, 2008 Meeting/Conference with HR on RSNO data collection and Applicant Flow data collection by July 31, 2008.
Accomplishment of Objectives:	A meeting was held on September 16, 2008 with APHIS HR to discuss the RSNO data collection system. The system does not have the capability to report on EEO data for applicants.
Results:	CREC met with APHIS HR to discuss the collection of EEO data. HR currently uses the Quick Hire System. The existing National Finance System allows for required data collection for the MD-715 reports with the exception of certain data pertaining to the applicant's race/ethnicity, gender, and disability. There is no approved format to collect EEO data for applicants for employment within APHIS. The Office of Personnel Management and the Office of Management and Budget must approve a

	<p>format to collect the applicant flow data via the USDA Applicant flow System. Upon approval, APHIS Human Resources has indicated that they will be able to incorporate that format into the current data system and provide the applicant information for required MD-715 reports.</p> <p>Until a formal system for collecting EEO data on applicants is approved, APHIS will be unable to complete all data tables required by MD-715. Once approved, APHIS could move quickly to incorporate this data into the hiring process.</p>
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EEOC FORM 715 - 01

EEO Program Status Report

PART I

EEO Plan to Eliminate Identified Barriers and FY 2008 List of Accomplishments

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2008 USDA, Animal and Plant Health Inspection Service													
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p>	<p>Establish and Meet Hiring and Retention Goals for Employees with Targeted Disabilities</p> <p>A review of the workforce statistics shows APHIS' total workforce at the end of FY 2008 was made up of 8,847 employees. Of this number 63 or 0.74 percent were persons with TD. APHIS does not meet the Federal standard of employing 2.37 percent of employees with a TD, however, APHIS has established a 3-Year hiring goal to increase the number of employees with a TD by 5 employees for 3 Years (FY 2007 - FY 2009). APHIS has increased the number of persons with TD by 7 bringing the participation rate close to .79% goal for FY 2008.</p> <table border="1"><thead><tr><th>FY 2006 Employees with Targeted Disabilities 67 or .78%</th><th>3-Year Hiring Goal</th><th>Fiscal Year Increase</th></tr></thead><tbody><tr><td>Fiscal Year 2007</td><td>72 or .84%</td><td>+5</td></tr><tr><td>Fiscal Year 2008</td><td>77 or .90%</td><td>+5</td></tr><tr><td>Fiscal Year 2009</td><td>82 or .96%</td><td>+5</td></tr></tbody></table>	FY 2006 Employees with Targeted Disabilities 67 or .78%	3-Year Hiring Goal	Fiscal Year Increase	Fiscal Year 2007	72 or .84%	+5	Fiscal Year 2008	77 or .90%	+5	Fiscal Year 2009	82 or .96%	+5
FY 2006 Employees with Targeted Disabilities 67 or .78%	3-Year Hiring Goal	Fiscal Year Increase											
Fiscal Year 2007	72 or .84%	+5											
Fiscal Year 2008	77 or .90%	+5											
Fiscal Year 2009	82 or .96%	+5											
<p>How was the condition recognized as a potential barrier?</p>	<p>In Fiscal Year 2008, APHIS' separation rate for persons with TD is .78 percent which was less than the APHIS' overall separation rate of 4.35 percent.</p> <p>In FY 2008 there were 62 APHIS employees with a TD. Of the 62 employees most are concentrated in Grades GS-5 through GS-12 with 35 or 56 percent. Of the 35 employees with TD disabilities in this grade range, 19 or 31 percent are in the GS-5 and GS-8 grade range. APHIS also employs 11 employees with TD in the GS 13 and 14 grade ranges. The majority of the employees with TD are in the GS pay plan, however, APHIS does employ 2 persons in the GM and AD pay plans with targeted disabilities.</p>												
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>In FY 2008, the APHIS total permanent workforce increased by 162 employees, reflecting a net change of 2.76 percent. (FY2008 APHIS employed 62 persons with a TD compared to the FY 2007 total of 64 employees with a TD, a net change of - 3.13 percent).</p>												
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Lack of hiring goals for increasing the number of Persons with Targeted Disabilities.</p>												

<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Assist APHIS HR and hiring officials in meeting the established APHIS 3-year hiring goal of increasing the number of persons with targeted disabilities by 5 employees for the next 3-years (<i>FY 2007 – FY 2009</i>).</p> <p>Increase disability employment program managers' communication with managers and supervisors through the use of conference calls, newsletters and email.</p> <p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <p>Review job series not traditionally viewed as accessible to persons with targeted disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.</p> <p>Establish recruitment objectives in each program area for employment of persons with targeted disabilities.</p> <p>Quarterly reporting to the APHIS Management Team and managers and supervisors on the progress in hiring and retaining persons with targeted disabilities and resources for consideration.</p> <p>Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS.</p> <p>Utilize the Quick Hire system in locating and recruiting persons with TD in the APHIS workforce.</p> <p>Continue to circulate résumés of persons with TD to various USDA and APHIS offices in headquarters and field locations.</p> <p>Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>APHIS Administrator</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2009</p>

EEOC FORM
715-01 PART I

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities by 5 employees each year.	September 30, 2009
Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.	October 2008 – September 2009
Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.	October 2008 – September 2009
Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.	October 2008 – September 2009
APHIS will utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.	October 2008 – September 2009
Monitoring of the hiring and retention patterns of APHIS headquarter and field locations to determine progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with TD.	March 2009 and September 2009
Promote and encourage the use of career development programs for persons with TD disabilities.	September 2009
Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.	October 2008 – September 2009
Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.	September 2009
Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.	October 2008 – September 2009
Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.	March 2008 – September 2009
Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.	September 2009
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01, PART I**

**Accomplishment Report
For
EEO Plan to Eliminate Identified Barriers**

**FY 2008
USDA, Animal and Plant Health Inspection Service**

<p>Planned Activities Toward Completion of Objective:</p> <p>Objective:</p> <p>Responsible Official(s):</p> <p>Date Objective Initiated:</p> <p>Target Date for Completion of Objective:</p>	<p>Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities.</p> <p>In order to reach the Federal High of 2.37%, APHIS has to increase the number of new hires with a targeted disability by 5 individuals each year.</p> <p>Director, CREC Deputy Director, CREC APHIS Recruitment Manager APHIS Disability Employment Program Managers</p> <p>January 23, 2007</p> <p>September 30, 2009</p>
<p>Planned Activities Toward Completion of Objective:</p> <p>Target Date(s):</p> <p>Accomplishment of Objectives:</p> <p>Planned Activities Toward Completion of Objective:</p> <p>Target Date:</p> <p>Accomplishment of Objective:</p> <p>Planned Activities Toward Completion of Objective:</p> <p>Target Date:</p>	<p>Increase Disability Employment Program Manager's communication with managers and supervisors through the use of conference calls, newsletters and email.</p> <p>October 2007 - September 2008</p> <p>Quarterly meetings were held with APHIS Program Disability Program Managers (Headquarter and Field). Departmental Meetings were attended and information on training/conferences/job vacancies were distributed widely. The APHIS National DEPM provided data upon request on the status of program areas.</p> <p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <p>September 2008</p> <p>Managers and Supervisors were provided information on the 2008 Workforce Recruitment Program (March 2008) which included information of the Special Hiring Authorities. Information was also made available from the Recruitment Division of Human Resources, the USDA Target Center and the Departmental DEPM.</p> <p>Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each program area and research possible technologies for accommodations.</p> <p>September 2008</p>

<p>Accomplishment of Objective:</p>	<p>APHIS is recognized by the Department as having 10 major occupations that are crucial to the overall mission of the agency. An analysis was completed of the total employment of the mission critical occupations and the report revealed that 5% of the employees had a reported disability and .39% had a targeted disability. The National Disability Employment Program Manager is working with the Reasonable Accommodations Specialist and the Recruitment Manager to increase the numbers. Reasonable Accommodations was also given to APHIS Managers and Employees.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.</p>
<p>Target Date(s):</p>	<p>October 2007 – September 2008</p>
<p>Accomplishment of Objective:</p>	<p>APHIS participated in the following activities to promote the employment of persons with disabilities:</p> <ul style="list-style-type: none"> The 2008 Workforce Recruitment Program USDA Career Fair Corporate Gray Veterans Career Fair The Hiring Heroes Career Fair Careers for the Disabled Job Fair Columbia Lighthouse for the Blind Career Fair The Veterans Rehabilitation Program Workshop
<p>Planned Activities Toward Completion of Objective:</p>	<p>Monitoring the hiring and retention patterns of APHIS headquarters and field locations to determine the progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with targeted disabilities.</p>
<p>Target Date(s):</p>	<p>March 2008 and September 2008</p>
<p>Accomplishment of Objective:</p>	<p>Mid-Year and End-of-Year Analysis on the Disability Employment Program and trends were discussed with program DEPMS and recommendations were made to the management officials.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Promote and encourage the use of career development programs for people with targeted disabilities.</p>
<p>Target Date(s):</p>	<p>September 2008</p>
<p>Accomplishment of Objective:</p>	<p>The following programs were distributed to encourage career development within the Agency:</p> <ul style="list-style-type: none"> Workforce Recruitment Program Vocational Rehabilitation and Employment Program
<p>Planned Activities Toward Completion of Objective:</p>	<p>Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.</p>
<p>Target Date(s):</p>	<p>October 2007 – September 2008</p>
<p>Accomplishment of Objectives:</p>	<p>APHIS approved a total of 22 full reasonable accommodations cases and 34 accommodations cases were granted under "employee assistance". In addition, there were 25 cases withdrawn by the employee or closed for failure to pursue, 12 denials and 4 currently in processing.</p>
<p>Planned Activities Toward Completion of Objective:</p>	<p>Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.</p>

Target Date(s):	September 2008
Accomplishment of Objective:	The mandatory disability training for fiscal year 2008 was made available November 5, 2008 and will close on January 31, 2009. Activities for Disability Employment Awareness Month included a Job Fair at Gallaudet University on October 24, 2007 and 4 reasonable accommodations workshops.
Planned Activities Toward Completion of Objective:	Promote the use of Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.
Target Date(s):	October 2007 – September 2008
Accomplishment of Objective:	Management survey responses showed that APHIS hired 7 employees under the Schedule A hiring authority.
Planned Activities Toward Completion of Objective:	Greater Participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent employment.
Target Date:	March 2008 – September 2008
Accomplishment of Objective:	The National DEPM met with the program managers and distributed information on the 2008 WRP.
Planned Activities Toward Completion of Objective:	Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD
Target Date:	September 2008
Accomplishment of Objective:	Information was distributed by Training and Development – Human Resources to complete the required FY 2007 Civil Rights Training Course – Disability Rights. Other training included: Perspectives Conference on Persons with Disabilities Job Accommodation Network Interagency Disability Educational Awareness Showcase (IDEAS) Conference Reasonable Accommodations Training
Planned Activities Toward Completion of Objective:	Monitor the participation rates of under-represented groups that fall below the Civilian Labor Force.
Target Date:	October 2007 – September 2008
Accomplishment of Objective:	APHIS Workforce Profile Updates were published and representatives from CREC and the Recruitment Division met to discuss recruitment strategies to bring the under-represented groups to parity. Also, the following Career Fairs and Conferences were attended to assist in the recruitment efforts: The under-represented groups are as follows: White Females Black Females Black Males Hispanic Females (See Total Workforce Table A1) The following job fairs were attended during FY 2008 to assist with the under representation: NCLR Annual Conference and Latino Expo HACU Federal Job Fair National Association for the Advancement of Colored People National Convention Thurgood Marshall Leadership Institute Recruitment Conference League of United Latin American Citizens National Convention and Career Fair University of Georgia Career Fair USDA Career Fair

	MANRRS Annual Conference NAACP Diversity Career Fair

EEOC FORM
715-01 PART J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Special Program Plan for the Recruitment, Hiring, and Advancement of
Individuals With Targeted Disabilities**

PART I Department or Agency Information	1. Agency	1. Animal and Plant Health Inspection Service					
	1.a. 2 nd Level Component	1.a. Office of the Administrator					
	1.b. 3 rd Level or lower	1.b. Civil Rights Enforcement and Compliance					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	8755	100%	8847	100%	92	1.04%
	Reportable Disability	540	6.0	578	6.0	38	6.5%
	Targeted Disability*	63	1.0	62	1.0	-1	-1.6%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Approx. 75 applications received by HR.	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					7		

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	144	8	6%	2	1%	2	1%	134	93%
4. Non-Competitive Promotions	952	49	5%	3	0%	19	2%	900	95%

5. Employee Career Development Programs DATA COULD NOT BE PROVIDED BY HR.									
5.a. Grades 5 - 12									
5.b. Grades 13 - 14									
5.c. Grade 15/SES									
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	5409	446	8%	82	1%	69	2%	4,812	91%
6.b. Cash Awards (total \$\$\$ awarded)	1,114,580	140,189	6%	7,000	1%	15,450	2%	951,941	94%
6.c. Quality-Step Increase	302	18	6%	4	1%	0	0	280	93%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

EEOC FORM 715 - 01

A Tables

Total Employment Data

APHIS Mission Critical Occupations

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having 10 major occupation job series. At the end of FY 2008, the total number of APHIS employees (*males/females*) in each major job category is as follows:

Males

Job Series	WM	BM	HM	AM	NAM	Total	FY 2008 New Hires
Personnel Mgmt. (0201)	19	8	0	0	1	28	3
	18.4	7.8	0.0	0.0	1.0	27.2	
Misc. Admn. and Prog. (0301)	42	11	1	0	2	56	10
	19.6	5.1	0.5	0.0	0.9	26.2	
Mgmt. Prog. Analysis (0343)	39	11	4	1	0	55	3
	21.7	6.1	2.2	0.6	0.0	30.6	
Gen Biolcl Sci (0401)	655	46	119	95	6	931	43
	49.9	3.4	8.9	7.1	0.4	69.8	
Biolcl Tech (0404)	954	12	45	70	10	1091	291
	71.1	0.9	3.4	5.2	0.7	81.4	
Plt. Protection Tech. (0421)	433	24	131	208	6	804	258
	35.4	2.0	10.7	17.0	0.5	65.7	
Wildlife Biology (0486)	315	2	11	9	3	341	12
	82.0	0.5	2.9	2.3	0.8	88.8	
Vet Med Sci (0701)	354	23	18	17	4	416	17
	52.8	3.4	2.7	2.5	0.6	62.1	
Animal Health Tech (0704)	228	8	95	2	5	339	43
	47.7	1.7	17.5	0.4	1.0	70.9	
Info. Tech Spec (2210)	143	24	10	5	3	185	27
	50.7	8.5	3.5	1.8	1.1	65.6	

Females

Job Series	WF	BF	HF	AF	NAF	Total	FY 2008 New Hires
Personnel Mgmt. (0201)	43	30	0	2	0	75	6
	41.7	29.1	0.0	1.9	0.0	72.8	
Misc. Admn. and Prog. (0301)	104	49	1	3	1	158	10
	48.6	22.9	0.5	1.4	0.5	73.8	
Mgmt. Prog. Analysis (0343)	95	23	5	1	1	125	3
	52.8	12.8	2.8	0.6	0.6	69.4	
Gen Biolcl Sci (0401)	285	17	58	38	5	403	16
	21.4	1.3	4.3	2.8	0.4	30.2	
Biolcl Tech (0404)	225	1	10	10	4	250	77
	16.8	0.1	0.7	0.7	0.3	18.6	
Plt. Protection Tech. (0421)	241	15	86	73	4	420	150
	19.7	1.2	7.0	6.0	0.4	34.3	
Wildlife Biology (0486)	40	1	1	0	0	43	14
	10.4	0.3	0.3	0.0	0.0	11.2	
Vet Med Sci (0701)	202	31	7	10	2	254	38
	30.1	6.0	1.0	1.5	0.3	37.9	
Animal Health Tech (0704)	121	7	8	1	2	139	70
	25.3	1.5	1.7	0.2	0.4	29.1	
Info. Tech Spec (2210)	72	17	5	3	0	97	35
	25.5	6.0	1.8	1.1	0.0	34.4	

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex - FY 2008

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL																		
Prior FY - 2007	#	8514	5052	3462	589	319	3719	2475	242	450	452	183	0	0	44	32	0	0
	%	100%	59.34%	40.66%	6.92%	3.75%	43.68%	29.07%	2.84%	5.29%	5.31%	2.15%	0.00%	0.00%	0.52%	0.38%	0.00%	0.00%
Current FY - 2008	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	333	231	102	14	6	173	56	24	19	17	20	0	0	4	1	0	0
Ratio Change	%	0.00%	0.38%	-0.38%	-0.10%	-0.07%	0.31%	-0.46%	0.16%	0.02%	-0.01%	0.15%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%
Net Change	%	3.91%	4.57%	2.95%	2.38%	1.88%	4.65%	2.26%	9.92%	4.22%	3.76%	10.93%	0.00%	0.00%	9.09%	3.13%	0.00%	0.00%
PERMANENT																		
Prior FY - 2007	#	5869	3217	2652	368	197	2395	1946	204	385	225	100	0	0	22	22	0	0
	%	100%	54.81%	45.19%	6.27%	3.36%	40.81%	33.16%	3.48%	6.56%	3.83%	1.70%	0.00%	0.00%	0.37%	0.37%	0.00%	0.00%
Current FY - 2008	#	6031	3289	2742	370	201	2433	1991	220	408	236	118	0	0	28	21	0	0
	%	100%	54.53%	45.47%	6.13%	3.33%	40.34%	33.01%	3.65%	6.77%	3.91%	1.96%	0.00%	0.00%	0.46%	0.35%	0.00%	0.00%
Difference	#	162	72	90	2	4	38	45	16	23	11	18	0	0	6	-1	0	0
Ratio Change	%	0.00%	-0.28%	0.28%	-0.14%	-0.02%	-0.47%	-0.14%	0.17%	0.21%	0.08%	0.25%	0.00%	0.00%	0.09%	-0.03%	0.00%	0.00%
Net Change	%	2.76%	2.24%	3.39%	0.54%	2.03%	1.59%	2.31%	7.84%	5.97%	4.89%	18.00%	0.00%	0.00%	27.27%	-4.55%	0.00%	0.00%
TEMPORARY																		
Prior FY - 2007	#	1516	982	534	156	91	610	310	22	49	184	76	0	0	8	7	0	0
	%	100%	64.78%	35.22%	10.29%	6.00%	40.24%	20.45%	1.45%	3.23%	12.14%	5.01%	0.00%	0.00%	0.53%	0.46%	0.00%	0.00%
Current FY - 2008	#	1664	1119	545	165	87	736	326	29	43	178	79	0	0	9	10	0	0
	%	100%	67.25%	32.75%	9.92%	5.23%	44.23%	19.59%	1.74%	2.58%	10.70%	4.75%	0.00%	0.00%	0.54%	0.60%	0.00%	0.00%
Difference	#	148	137	11	9	-4	126	16	7	-6	-6	3	0	0	1	3	0	0
Ratio Change	%	0.00%	2.47%	-2.47%	-0.37%	-0.77%	3.99%	-0.86%	0.29%	-0.65%	-1.44%	-0.27%	0.00%	0.00%	0.01%	0.14%	0.00%	0.00%
Net Change	%	9.76%	13.95%	2.06%	5.77%	-4.40%	20.66%	5.16%	31.82%	-12.24%	-3.26%	3.95%	0.00%	0.00%	12.50%	42.86%	0.00%	0.00%
NON-APPROPRIATED																		
Prior FY - 2007	#	1129	853	276	65	31	714	219	16	16	43	7	0	0	14	3	0	0
	%	100%	75.55%	24.45%	5.76%	2.75%	63.24%	19.40%	1.42%	1.42%	3.81%	0.62%	0.00%	0.00%	1.24%	0.27%	0.00%	0.00%
Current FY - 2008	#	1152	875	277	68	37	723	214	17	18	55	6	0	0	11	2	0	0
	%	100%	75.95%	24.05%	5.90%	3.21%	62.76%	18.58%	1.48%	1.56%	4.77%	0.52%	0.00%	0.00%	0.95%	0.17%	0.00%	0.00%
Difference	#	23	22	1	3	6	9	-5	1	2	12	-1	0	0	-3	-1	0	0
Ratio Change	%	0.00%	0.40%	-0.40%	0.15%	0.47%	-0.48%	-0.82%	0.06%	0.15%	0.97%	-0.10%	0.00%	0.00%	-0.29%	-0.09%	0.00%	0.00%
Net Change	%	2.04%	2.58%	0.36%	4.62%	19.35%	1.26%	-2.28%	6.25%	12.50%	27.91%	-14.29%	0.00%	0.00%	-21.43%	-33.33%	0.00%	0.00%

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex - FY 2008

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL FY - 2008	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%
CLF 2000		100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Office of the Administrator	#	50	17	33	0	1	9	16	6	16	2	0	0	0	0	0	0	0
	%	100%	34.00%	66.00%	0.00%	2.00%	18.00%	32.00%	12.00%	32.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Policy and Program Development	#	120	43	77	0	1	35	61	7	12	1	3	0	0	0	0	0	0
	%	100%	35.83%	64.17%	0.00%	0.83%	29.17%	50.83%	5.83%	10.00%	0.83%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legislative and Public Affairs	#	69	15	54	1	0	10	36	4	18	0	0	0	0	0	0	0	0
	%	100%	21.74%	78.26%	1.45%	0.00%	14.49%	52.17%	5.80%	26.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Marketing and Regulatory Programs BS	#	733	296	437	22	8	204	293	61	122	7	13	0	0	2	1	0	0
	%	100%	40.38%	59.62%	3.00%	1.09%	27.83%	39.97%	8.32%	16.64%	0.95%	1.77%	0.00%	0.00%	0.27%	0.14%	0.00%	0.00%
International Services	#	119	64	55	13	7	41	27	6	18	4	3	0	0	0	0	0	0
	%	100%	53.78%	46.22%	10.92%	5.88%	34.45%	22.69%	5.04%	15.13%	3.36%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plant Protection and Quarantine	#	3690	2293	1397	403	238	1405	874	103	118	363	144	0	0	16	21	0	0
	%	100%	62.14%	37.86%	10.92%	6.45%	38.08%	23.69%	2.79%	3.20%	9.84%	3.90%	0.00%	0.00%	0.43%	0.57%	0.00%	0.00%
Veterinary Services	#	2064	1034	1030	132	58	798	818	66	123	22	24	0	0	15	6	0	0
	%	100%	50.10%	49.90%	6.40%	2.81%	38.66%	39.63%	3.20%	5.96%	1.07%	1.16%	0.00%	0.00%	0.73%	0.29%	0.00%	0.00%
Animal Care	#	173	70	103	1	0	61	81	4	18	2	1	0	0	2	3	0	0
	%	100%	40.46%	59.54%	0.58%	0.00%	35.26%	46.82%	2.31%	10.40%	1.16%	0.58%	0.00%	0.00%	1.16%	1.73%	0.00%	0.00%
Wildlife Services	#	1762	1424	338	30	11	1308	303	7	12	66	10	0	0	12	2	0	0
	%	100%	80.82%	19.18%	1.70%	0.62%	74.23%	17.20%	0.40%	0.68%	3.75%	0.57%	0.00%	0.00%	0.68%	0.11%	0.00%	0.00%
Biotechnology and Regulatory Services	#	67	27	40	1	1	21	22	2	12	2	5	0	0	1	0	0	0
	%	100%	40.30%	59.70%	1.49%	1.49%	31.34%	32.84%	2.99%	17.91%	2.99%	7.46%	0.00%	0.00%	1.49%	0.00%	0.00%	0.00%

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - FY 2008

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																			
Executive/Senior Level (Grades 15 and Above)	#	164	119	45	6	1	104	36	5	7	4	1	0	0	0	0	0	0	0
	%	100%	72.56%	27.44%	3.66%	0.61%	63.41%	21.95%	3.05%	4.27%	2.44%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-level (Grades 13-14)	#	1328	788	540	33	20	671	408	48	89	26	17	0	0	10	5	0	0	0
	%	100%	59.34%	40.66%	2.48%	1.51%	50.53%	30.72%	3.61%	6.70%	1.96%	1.28%	0.00%	0.00%	0.75%	0.38%	0.00%	0.00%	0.00%
First-Level (Grades 12 and Below)	#	7391	4402	2989	568	305	3137	2096	214	373	440	185	0	0	38	28	0	0	0
	%	100%	59.56%	40.44%	7.69%	4.13%	42.44%	28.36%	2.90%	5.05%	5.95%	2.50%	0.00%	0.00%	0.51%	0.38%	0.00%	0.00%	0.00%
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers - TOTAL	#	819	244	575	19	21	183	402	36	134	3	14	0	0	3	4	0	0	0
	%	100%	29.79%	70.21%	2.32%	2.56%	22.34%	49.08%	4.40%	16.36%	0.37%	1.71%	0.00%	0.00%	0.37%	0.49%	0.00%	0.00%	0.00%
2. Professionals	#	3329	2212	1117	175	88	1756	845	115	104	145	69	0	0	19	9	0	0	0
	%	100%	66.45%	33.55%	5.26%	2.64%	52.75%	25.38%	3.45%	3.12%	4.36%	2.07%	0.00%	0.00%	0.57%	0.27%	0.00%	0.00%	0.00%
3. Technicians	#	3109	2273	836	272	103	1641	604	53	33	283	85	0	0	21	11	0	0	0
	%	100%	73.11%	26.89%	8.75%	3.31%	52.78%	19.43%	1.70%	1.06%	9.10%	2.73%	0.00%	0.00%	0.68%	0.35%	0.00%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	1006	196	810	31	66	119	554	34	156	12	28	0	0	0	5	0	0	0
	%	100%	19.48%	80.52%	3.08%	6.56%	11.83%	55.07%	3.38%	15.51%	1.19%	2.78%	0.00%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%
6. Craft Workers	#	31	31	0	6	0	25	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	19.35%	0.00%	80.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	26	2	3	0	20	1	2	0	1	0	0	0	0	1	0	0	0
	%	100%	92.86%	7.14%	10.71%	0.00%	71.43%	3.57%	7.14%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	112	63	49	32	19	16	24	7	3	7	1	0	0	1	2	0	0	0
	%	100%	56.25%	43.75%	28.57%	16.96%	14.29%	21.43%	6.25%	2.68%	6.25%	0.89%	0.00%	0.00%	0.89%	1.79%	0.00%	0.00%	0.00%
9. Service Workers	#	137	95	42	13	2	71	37	10	2	1	0	0	0	0	1	0	0	0
	%	100%	69.34%	30.66%	9.49%	1.46%	51.82%	27.01%	7.30%	1.46%	0.73%	0.00%	0.00%	0.00%	0.00%	0.73%	0.00%	0.00%	0.00%

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - FY 2008

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	164	119	45	6	1	104	36	5	7	4	1	0	0	0	0	0	0
	%	1.85%	2.25%	1.26%	1.00%	0.31%	2.67%	1.42%	1.88%	1.49%	0.85%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level (Grades 13-14)	#	1328	788	540	33	20	671	408	48	89	26	17	0	0	10	5	0	0
	%	15.01%	14.92%	15.15%	5.47%	6.15%	17.24%	16.12%	18.05%	18.98%	5.54%	8.37%	0.00%	0.00%	20.83%	15.15%	0.00%	0.00%
First-Level (Grades 12 and Below)	#	7391	4402	2989	568	305	3137	2096	214	373	440	185	0	0	38	28	0	0
	%	83.54%	83.32%	83.87%	94.20%	93.85%	80.60%	82.81%	80.45%	79.53%	93.82%	91.13%	0.00%	0.00%	79.17%	84.85%	0.00%	0.00%
Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers -TOTAL	#	819	244	575	19	21	183	402	36	134	3	14	0	0	3	4	0	0
	%	9.26%	4.62%	16.13%	3.15%	6.46%	4.70%	15.88%	13.53%	28.57%	0.64%	6.90%	0.00%	0.00%	6.25%	12.12%	0.00%	0.00%
2. Professionals	#	3329	2212	1117	175	88	1756	845	115	104	145	69	0	0	19	9	0	0
	%	37.63%	41.87%	31.34%	29.02%	27.08%	45.12%	33.39%	43.23%	22.17%	30.92%	33.99%	0.00%	0.00%	39.58%	27.27%	0.00%	0.00%
3. Technicians	#	3109	2273	836	272	103	1641	604	53	33	283	85	0	0	21	11	0	0
	%	35.14%	43.02%	23.46%	45.11%	31.69%	42.16%	23.86%	19.92%	7.04%	60.34%	41.87%	0.00%	0.00%	43.75%	33.33%	0.00%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	1006	196	810	31	66	119	554	34	156	12	28	0	0	0	5	0	0
	%	11.37%	3.71%	22.73%	5.14%	20.31%	3.06%	21.89%	12.78%	33.26%	2.56%	13.79%	0.00%	0.00%	0.00%	15.15%	0.00%	0.00%
6. Craft Workers	#	31	31	0	6	0	25	0	0	0	0	0	0	0	0	0	0	0
	%	0.35%	0.59%	0.00%	1.00%	0.00%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	26	2	3	0	20	1	2	0	1	0	0	0	0	1	0	0
	%	0.32%	0.49%	0.06%	0.50%	0.00%	0.51%	0.04%	0.75%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%
8. Laborers and Helpers	#	112	63	49	32	19	16	24	7	3	7	1	0	0	1	2	0	0
	%	1.27%	1.19%	1.37%	5.31%	5.85%	0.41%	0.95%	2.63%	0.64%	1.49%	0.49%	0.00%	0.00%	2.08%	6.06%	0.00%	0.00%
9. Service Workers	#	137	95	42	13	2	71	37	10	2	1	0	0	0	0	1	0	0
	%	1.55%	1.80%	1.18%	2.16%	0.62%	1.82%	1.46%	3.76%	0.43%	0.21%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%
Total Workforce	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES PERMANENT			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.04%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	8	3	5	0	0	2	0	1	5	0	0	0	0	0	0	0	0
	%	100%	0.09%	0.18%	0.00%	0.00%	0.09%	0.00%	0.48%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	9	3	6	0	1	3	5	0	0	0	0	0	0	0	0	0	0
	%	100%	0.09%	0.22%	0.00%	0.51%	0.13%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	149	93	56	15	9	20	25	5	9	53	12	0	0	0	1	0	0
	%	100%	2.94%	2.06%	4.36%	4.59%	0.85%	1.27%	2.38%	2.22%	23.04%	10.17%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%
GS-05	#	309	117	192	33	35	55	122	16	27	13	8	0	0	0	0	0	0
	%	100%	3.70%	7.07%	9.59%	17.86%	2.34%	6.18%	7.62%	6.67%	5.65%	6.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	350	85	265	10	26	64	184	7	41	4	10	0	0	0	3	0	0
	%	100%	2.68%	9.75%	2.91%	13.27%	2.72%	9.32%	3.33%	10.12%	1.74%	8.47%	0.00%	0.00%	0.00%	15.00%	0.00%	0.00%
GS-07	#	608	243	365	32	24	168	271	27	57	13	10	0	0	3	3	0	0
	%	100%	7.68%	13.43%	9.30%	12.24%	7.14%	13.72%	12.86%	14.07%	5.65%	8.47%	0.00%	0.00%	10.71%	15.00%	0.00%	0.00%
GS-08	#	293	170	123	50	3	116	101	3	16	0	2	0	0	1	1	0	0
	%	100%	5.37%	4.53%	14.53%	1.53%	4.93%	5.11%	1.43%	3.95%	0.00%	1.69%	0.00%	0.00%	3.57%	5.00%	0.00%	0.00%
GS-09	#	605	317	288	25	9	246	216	18	50	21	11	0	0	6	2	0	0
	%	100%	10.01%	10.60%	7.27%	4.59%	10.46%	10.94%	8.57%	12.35%	9.13%	9.32%	0.00%	0.00%	21.43%	10.00%	0.00%	0.00%
GS-10	#	11	6	5	4	0	2	3	0	1	0	0	0	0	0	1	0	0
	%	100%	0.19%	0.18%	1.16%	0.00%	0.09%	0.15%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%
GS-11	#	978	598	380	86	42	411	281	42	32	56	25	0	0	3	0	0	0
	%	100%	18.89%	13.99%	25.00%	21.43%	17.47%	14.23%	20.00%	7.90%	24.35%	21.19%	0.00%	0.00%	10.71%	0.00%	0.00%	0.00%
GS-12	#	1082	633	449	51	26	497	325	39	71	40	22	0	0	5	4	0	0
	%	100%	19.99%	16.53%	14.83%	13.27%	21.13%	16.46%	18.57%	17.53%	17.39%	18.64%	0.00%	0.00%	17.86%	20.00%	0.00%	0.00%
GS-13	#	749	430	319	17	9	366	240	27	59	14	7	0	0	6	3	0	0
	%	100%	13.58%	11.74%	4.94%	4.59%	15.56%	12.15%	12.86%	14.57%	6.09%	5.93%	0.00%	0.00%	21.43%	15.00%	0.00%	0.00%
GS-14	#	568	349	219	15	11	298	166	20	30	12	10	0	0	4	2	0	0
	%	100%	11.02%	6.92%	0.47%	0.35%	9.41%	5.24%	0.63%	0.95%	0.38%	0.32%	0.00%	0.00%	0.13%	0.06%	0.00%	0.00%
GS-15	#	127	93	34	2	0	84	26	4	7	3	1	0	0	0	0	0	0
	%	100%	2.94%	1.25%	0.58%	0.00%	3.57%	1.32%	1.90%	1.73%	1.30%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	36	26	10	4	1	20	9	1	0	1	0	0	0	0	0	0	0
	%	100%	0.82%	0.37%	1.16%	0.51%	0.85%	0.46%	0.48%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	5883	3166	2717	344	196	2352	1975	210	405	230	118	0	0	28	20	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex - FY 2008

GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES TEMPORARY			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	50	41	9	22	1	18	3	0	3	1	2	0	0	0	0	0
	%	100%	5.26%	1.96%	21.15%	2.04%	3.67%	1.04%	0.00%	7.50%	0.67%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	51	29	22	2	1	23	15	2	3	0	2	0	0	2	1	0
	%	100%	3.72%	4.79%	1.92%	2.04%	4.68%	5.21%	7.69%	7.50%	0.00%	2.70%	0.00%	0.00%	33.33%	12.50%	0.00%
GS-03	#	660	423	237	33	17	234	147	9	12	144	60	0	0	2	1	0
	%	100%	54.30%	51.63%	31.73%	34.69%	47.66%	51.04%	34.62%	30.00%	96.00%	81.08%	0.00%	0.00%	33.33%	12.50%	0.00%
GS-04	#	228	122	106	19	11	88	62	12	20	1	9	0	0	1	4	0
	%	100%	15.66%	23.09%	18.27%	22.45%	17.92%	21.53%	46.15%	50.00%	0.67%	12.16%	0.00%	0.00%	16.67%	50.00%	0.00%
GS-05	#	173	111	62	24	18	81	40	2	1	3	1	0	0	1	2	0
	%	100%	14.25%	13.51%	23.08%	36.73%	16.50%	13.89%	7.69%	2.50%	2.00%	1.35%	0.00%	0.00%	16.67%	25.00%	0.00%
GS-06	#	19	15	4	2	0	12	4	0	0	1	0	0	0	0	0	0
	%	100%	1.93%	0.87%	1.92%	0.00%	2.44%	1.39%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	40	24	16	2	1	21	14	1	1	0	0	0	0	0	0	0
	%	100%	3.08%	3.49%	1.92%	2.04%	4.28%	4.86%	3.85%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.13%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0
	%	100%	0.39%	0.22%	0.00%	0.00%	0.61%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.39%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0
	%	100%	0.26%	0.44%	0.00%	0.00%	0.41%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.39%	0.00%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.26%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	1238	779	459	104	49	491	288	26	40	150	74	0	0	6	8	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex - FY 2008

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES PERMANENT			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	5	3	2	1	1	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	3.22%	11.09%	5.25%	50.00%	3.08%	8.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	7	7	0	3	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	7.52%	0.00%	15.76%	0.00%	6.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	8	4	4	1	0	3	3	0	1	0	0	0	0	0	0	0	0
	%	100%	4.30%	22.19%	5.25%	0.00%	4.61%	24.96%	0.00%	49.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	39	33	6	4	1	22	4	5	0	2	0	0	0	0	1	0	0
	%	100%	35.45%	33.28%	21.01%	50.00%	33.83%	33.28%	83.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Grade-06	#	17	11	6	2	0	9	4	0	1	0	0	0	0	0	0	0	0
	%	100%	11.82%	33.28%	10.50%	0.00%	13.84%	33.28%	0.00%	49.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100%	7.52%	0.00%	0.00%	0.00%	9.23%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	6	6	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	6.45%	0.00%	10.50%	0.00%	6.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	2.15%	0.00%	5.25%	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	18	18	0	5	0	12	0	0	0	1	0	0	0	0	0	0	0
	%	100%	19.34%	0.00%	26.26%	0.00%	18.45%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	2.15%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.09%	0.17%	0.21%	0.00%	0.06%	0.17%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	122	93	18	19	2	65	12	6	2	3	0	0	0	0	1	0	0

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex - FY 2008

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES TEMPORARY			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-02	#	11	4	7	3	5	0	1	1	1	0	0	0	0	0	0	0	0
	%	100%	3.57%	11.11%	4.92%	13.16%	0.00%	6.67%	50.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-03	#	146	95	51	54	33	15	9	1	2	23	5	0	0	2	2	0	0
	%	100%	84.82%	80.95%	88.52%	86.84%	62.50%	60.00%	50.00%	66.67%	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%
Grade-04	#	5	1	4	0	0	1	4	0	0	0	0	0	0	0	0	0	0
	%	100%	0.89%	6.35%	0.00%	0.00%	4.17%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-05	#	12	11	1	4	0	7	1	0	0	0	0	0	0	0	0	0	0
	%	100%	9.82%	1.59%	6.56%	0.00%	29.17%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.89%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	175	112	63	61	38	24	15	2	3	23	5	0	0	2	2	0	0

NOTE: Percentages computed down columns and NOT across rows.

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY																
			Hispanic or Latino		Non-Hispanic or Latino														
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Job Title/Series:																			
Total Received	#																		
Voluntarily Identified	#																		
	%	100%																	
Qualified of those Identified	#																		
	%	100%																	
Selected of those Identified	#																		
	%	100%																	
CLF																			
Job Title/Series:																			
Total Received	#																		
Voluntarily Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																			
Job Title/Series:																			
Total Received	#																		
Voluntarily Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																			
Job Title/Series:																			
Total Received	#																		
Voluntarily Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF																			

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Center does not collect the requested data in a format that provides the information needed to complete this form. Human Resources is currently developing a form for OMB approval that will collect the needed data through the Quick Hire system.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex - FY 2008

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Permanent	#	397	177	220	14	8	124	150	23	41	14	17	0	0	2	3	0	0
	%	100%	44.58%	55.42%	3.53%	2.02%	31.23%	37.78%	5.79%	10.33%	3.53%	4.28%	0.00%	0.00%	0.50%	0.76%	0.00%	0.00%
Temporary	#	861	548	313	74	32	418	221	16	33	32	23	0	0	7	4	0	0
	%	100%	63.65%	36.35%	8.59%	3.72%	48.55%	25.67%	1.86%	3.83%	3.72%	2.67%	0.00%	0.00%	0.81%	0.46%	0.00%	0.00%
NON-Appropriated	#	195	128	67	8	8	104	53	5	4	11	2	0	0	0	0	0	0
	%	100%	65.64%	34.36%	4.10%	4.10%	53.33%	27.18%	2.56%	2.05%	5.64%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female

Job Series of Vacancy:

Total Applications Received	#																		
Qualified	#																		
	%	100%												0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																		
	%	100%												0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																		

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Center does not collect the requested data in a format that provides the information needed to complete this form. Human Resources is currently developing a form for OMB approval that will collect the needed data through the Quick Hire system.

Job Series of Vacancy:

Total Applications Received	#																		
Qualified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																		

Job Series of Vacancy:

Total Applications Received	#																		
Qualified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																		

Job Series of Vacancy:

Total Applications Received	#																		
Qualified	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																		

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY												
				Hispanic or Latino		Non- Hispanic or Latino								Two or more races		
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male

Grade(s) of Vacancy:

Total Applications Received	#																	
	%												0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	DATA NOT AVAILABLE The USDA data collection system maintained by the National Center does not collect the requested data in a format that provides the information needed to complete this form. Human Resources is currently developing a form for OMB approval that will collect the needed data through the Quick Hire system.																
	%																	
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		

Grade(s) of Vacancy:

Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		

Grade(s) of Vacancy:

Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		

Grade(s) of Vacancy:

Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool																		

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY													
			Hispanic or Latino		Non- Hispanic or Latino											
	White				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male

Career Development Programs for GS 5 - 12:

Slots	#																	
Relevant Pool	%																	
Applied	#		<p style="text-align: center;">DATA NOT AVAILABLE</p> <p style="text-align: center;">The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.</p>															
	%	100%																
Participants	#																	
	%	100%																

Career Development Programs for GS 13 - 14:

Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Programs for GS 15 and SES:

Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

"Relevant Pool" includes all employees in pay grades eligible for the career development program.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - FY 2008

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	370	178	192	20	9	133	144	14	32	10	3	0	0	0	4	0	0
	%	100%	48.11%	51.89%	5.41%	2.43%	35.95%	38.92%	3.78%	8.65%	2.70%	0.81%	0.00%	0.00%	0.00%	1.08%	0.00%	0.00%
Involuntary	#	15	6	9	1	1	4	5	1	3	0	0	0	0	0	0	0	0
	%	100%	40.00%	60.00%	6.67%	6.67%	26.67%	33.33%	6.67%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	385	184	201	21	10	137	149	15	35	10	3	0	0	0	4	0	0
	%	100%	47.79%	52.21%	5.45%	2.60%	35.58%	38.70%	3.90%	9.09%	2.60%	0.78%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%
Total Workforce	#	8847	5283	3564	603	325	3892	2531	266	469	469	203	0	0	48	33	0	0
	%	100%	59.72%	40.28%	6.82%	3.67%	43.99%	28.61%	3.01%	5.30%	5.30%	2.29%	0.00%	0.00%	0.54%	0.37%	0.00%	0.00%

Analysis of Workforce Profiles FY 2008- A Tables

Participation Rates – A comparison of FY 07 and FY 08 shows a net change in the total APHIS workforce of 3.91%, a difference of +333 employees, with FY 08 total employment at 8847 and FY 07 total employment of 8514. The participation rate for women was lower in FY 08 (40.28%) than in FY 07 (40.66%), and lower than the comparable U.S. Civilian Labor Force (CLF) rate of 46.8%. The participation rate for Hispanic or Latino men (6.82%) is above the CLF rate of 6.20%. However, the participation rate of Hispanic women is 3.67% which is well below the CLF of 4.5%. The participation rate of African American men is 3.01% which is below the CLF rate of 4.8%; for African American women the rate is 5.30% compared with the CLF rate of 5.70%. The participation rate for Asian men and women is above the CLF rate with Asian men showing a participation rate of 5.30% compared with a CLF of 1.90%. The participation rate for Native American men and women is .54% and .37% respectively. The comparable CLF rate is .30% for both Native American men and women. *See the FY 2009 APHIS Federal Equal Opportunity Program Plan posted on the CREC website: www.aphis.usda.gov/civil_rights/*

Occupational Categories – The majority of APHIS permanent employees 2,676 are at the GS-9 through GS-12 grade level, followed by 1,560 employees at the GS-5 through GS-8 grade level. At the GS-13 & 14 grade level there are 1,317 permanent employees, and 127 at the GS-15 and above grade level. In Executive/Senior Level positions there are 36 employees (26 men and 10 women). White men and White women represent 55.5% and 25% respectively of this level of employment. At the GS 13 & 14 grade level totaling 1,317 employees, men outnumber the women 779 to 538. White men (664) and White women (406) collectively represent 81% of this category. *See Table A6 for a breakdown of the Agency's Mission Critical Occupations by Race and Gender.*

New Hires – There were 397 employees hired to permanent positions in FY 2008, 861 to temporary positions and 195 to indefinite positions. Women outnumbered men in permanent hires with 220 hires compared to 177 for men. Of the total number of permanent hires White women had the highest participation rate at 37.8% followed by White men with 31.2%. There were a total of 64 African Americans hired to permanent positions (23 males and 41 females); and 22 permanent Hispanic employees (14 males and 8 females). Of the 861 temporary employees hired 74% were White, 12.3% Hispanic and 5.7% African American. Of the 195 indefinite employees hired 128 or 66% were male and 67 or 34% were female.

The USDA data collection system maintained by the National Finance Center reports a category identified as "Undisclosed" for both male and female employees. Numbers from this category, where applicable, are not reported separately, but are included in the total amounts listed in the "All" column on charts A1 – A14.

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B Tables

Total Employment Data

Analysis of Workforce Profile – FY 2008 – Targeted Disabilities

Participation Rates – APHIS improved its participation rate for persons with targeted disabilities. With a total workforce of **8,847** employees, APHIS had a total employment of **62** employees with targeted disabilities. This was a participation rate of .70%. The following chart shows the Agency’s 3-Year Hiring Goal for Persons with Targeted Disabilities:

FY 2006 APHIS Employees With Targeted Disabilities 67 or .78%	3 –Year Hiring Goal	Projected Fiscal Year Increase	Actual Fiscal Year Increase
Fiscal Year 2007	72 or .84%	+5	+6
Fiscal Year 2008	77 or .90%	+5	+7
Fiscal Year 2009	82 or .96%	+5	

Occupational Categories - APHIS has a total of 62 employees with TD, including 37 males and 25 females. The majority of persons with TD (62) are concentrated in grades GS-5 through GS-8 with 19 or 30%, followed by GS-9 through GS-12 with 14 or 22% and GS-13 through 14 with 11 or 17%. The majority of the employees with TD are in the GS pay plan. However, APHIS does employ 2 people in the Administratively Determined (AD) and 1 person in the General Manager (GM) category with a targeted disability.

New Hires - In FY 2008, there were a total of **1,453** new hires for APHIS. Of this number **7 (0.5%)** were persons with a targeted disability.

Narrative for Individuals with Disabilities Employment

Table B-1: Total Workforce – Distribution by Disability

This chart shows the total population of the Animal and Plant Health Inspection Service, APHIS (8,847 employees) divided into three components: Permanent (6,031 employees); Temporary (1,664 employees); and Indefinite (1,152 employees). Of these totals there is a breakdown of the disability status as well as detailed coding for targeted disabilities.

Table B-2: Total Workforce by Component

APHIS is comprised of 10 subcomponents, and of the total workforce each component shows the total breakdown by disability status and detailed coding for targeted disabilities.

Tables B4-1 and B4-2: Participation Rates for General Schedule (GS) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in GS/GM/SES positions.

Table B5-1 and B5-2: Participation Rates for Wage Grade (WG) Grades by Disability (Permanent, Temporary and Indefinite Employees)

These charts show the total representation of employees and percentages by grade distribution and disability status in WD/WG/WL/WS positions.

Table B-6: Participation Rates for major Occupations (Permanent, Temporary and Indefinite Employees)

Mission Critical Occupations are job series which are crucial to the overall mission of the Agency. APHIS is recognized by the Department as having 10 major occupational series:

Job Title	Series
Pers. Mgmt.	0201
Misc. Admn and Program	0301
Mgmt. Program Analyst	0343
Gen Bio Sci	0401
Bio Techn	0404
PPQ	0421
Wildlife Bio	0486
Vet Med Sci	0701
Animal Plt. Tech	0704
Info. Tech Spec	2210

Data Source for All Table: NFC On-Line Reporting Center as 10/15/08

Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
Prior FY 2007	#	8,514	7,755	145	614	64	6	3	1	12	4	7	3	25	2
	%	100%	91.09%	1.70%	7.21%	0.75%	0.07%	0.04%	0.01%	0.14%	0.05%	0.08%	0.04%	0.29%	0.02%
Current FY 2008	#	8,847	8,054	153	640	62	6	4	1	12	3	8	3	23	2
	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%
Difference	#	333	299	8	26	-2	0	1	0	0	-1	1	0	-2	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	3.91%	3.86%	5.52%	4.23%	-3.13%	0.00%	33.33%	0.00%	0.00%	-25.00%	14.29%	0.00%	-8.00%	0.00%
Federal High	%					2.37%									
PERMANENT															
Prior FY 2007	#	5,869	5,302	105	462	53	5	3	0	11	3	6	2	22	1
	%	100%	90.34%	1.79%	7.87%	0.90%	0.09%	0.05%	0.00%	0.19%	0.05%	0.10%	0.03%	0.37%	0.02%
Current FY 2008	#	6031	5454	107	470	51	5	3	0	10	3	6	2	21	1
	%	100%	90.43%	1.77%	7.79%	0.85%	0.08%	0.05%	0.00%	0.17%	0.05%	0.10%	0.03%	0.35%	0.02%
Difference	#	162	152	2	8	-2	0	0	0	-1	0	0	0	-1	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.76%	2.87%	1.90%	1.73%	-3.77%	0.00%	0.00%	0.00%	-9.09%	0.00%	0.00%	0.00%	-4.55%	0.00%
TEMPORARY															
Prior FY 2007	#	1,516	1,398	26	92	5	1	0	0	1	1	0	0	2	0
	%	100%	92.22%	1.72%	6.07%	0.33%	0.07%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.13%	0.00%
Current FY 2008	#	1,664	1,519	31	114	6	1	1	0	1	0	1	0	2	0
	%	100%	91.29%	1.86%	6.85%	0.36%	0.06%	0.06%	0.00%	0.06%	0.00%	0.06%	0.00%	0.12%	0.00%
Difference	#	148	121	5	22	1	0	1	0	0	-1	1	0	0	0
Ratio Change	%	0%	-1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	9.76%	8.66%	19.23%	23.91%	20.00%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%
INDEFINITE															
Prior FY 2007	#	1,129	1,055	14	60	5	0	0	1	0	0	1	1	1	1
	%	100%	93.45%	1.24%	5.31%	0.44%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.09%	0.09%	0.09%
Current FY 2008	#	1,152	1,081	15	56	5	0	0	1	1	0	1	1	0	1
	%	100%	93.84%	1.30%	4.86%	0.43%	0.00%	0.00%	0.09%	0.09%	0.00%	0.09%	0.09%	0.00%	0.09%
Difference	#	23	26	1	-4	0	0	0	0	1	0	0	0	-1	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	2.04%	2.46%	7.14%	-6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	####	0.00%

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
163	154	3	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13-14)	#	1332	1234	26	72	11	0	0	0	1	3	0	0	7	0
	%	100%	92.64%	1.95%	5.41%	0.83%	0.00%	0.00%	0.00%	0.08%	0.23%	0.00%	0.00%	0.53%	0.00%
- First-Level (Grades 12 and Below)	#	6792	6141	114	537	49	6	4	0	11	0	7	3	16	2
	%	100%	90.42%	1.68%	7.91%	0.72%	0.09%	0.06%	0.00%	0.16%	0.00%	0.10%	0.04%	0.24%	0.03%
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers TOTAL	#	819	744	16	59	6	0	0	0	1	0	1	0	3	1
	%	100%	90.84%	1.95%	7.20%	0.73%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	0.00%	0.37%	0.12%
2. Professionals	#	3329	3045	65	219	20	1	1	0	3	2	2	0	10	1
	%	100%	91.47%	1.95%	6.58%	0.60%	0.03%	0.03%	0.00%	0.09%	0.06%	0.06%	0.00%	0.30%	0.03%
3. Technicians	#	3109	2863	42	204	10	0	0	1	0	0	3	0	6	0
	%	100%	92.09%	1.35%	6.56%	0.32%	0.00%	0.00%	0.03%	0.00%	0.00%	0.10%	0.00%	0.19%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	1006	872	14	120	21	4	3	0	7	0	2	2	3	0
	%	100%	86.68%	1.39%	11.93%	2.09%	0.40%	0.30%	0.00%	0.70%	0.00%	0.20%	0.20%	0.30%	0.00%
6. Craft Workers	#	31	30	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	96.77%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	28	25	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	89.29%	3.57%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Labors and Helpers	#	112	98	7	7	7	1	0	0	0	1	0	0	0	0
	%	100%	87.50%	6.25%	6.25%	6.25%	0.89%	0.00%	0.00%	0.00%	0.89%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	137	120	2	15	3	0	0	0	0	1	0	1	1	0
	%	100%	87.59%	1.46%	10.95%	2.19%	0.00%	0.00%	0.00%	0.00%	0.73%	0.00%	0.73%	0.73%	0.00%

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	163	154	3	6	0	0	0	0	0	0	0	0	0	
	%	1.84%	1.91%	1.96%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
- Mid-Level (Grades 13-14)	#	1332	1234	26	72	11	0	0	0	1	3	0	0	7	
	%	15.06%	15.32%	16.99%	11.25%	17.74%	0.00%	0.00%	0.00%	8.33%	100.00%	0.00%	0.00%	30.43%	
- First-Level (Grades 12 and Below)	#	6792	6141	114	537	49	6	4	0	11	0	7	3	16	
	%	76.77%	76.25%	74.51%	83.91%	79.03%	100.00%	100.00%	0.00%	91.67%	0.00%	87.50%	100.00%	69.57%	
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Officials and Managers - TOTAL	#	819	744	16	59	6	0	0	0	1	0	1	0	3	
	%	9.26%	9.24%	10.46%	9.22%	9.68%	0.00%	0.00%	0.00%	8.33%	0.00%	12.50%	0.00%	13.04%	
2. Professionals	#	3329	3045	65	219	20	1	1	0	3	2	2	0	10	
	%	37.63%	37.81%	42.48%	34.22%	32.26%	16.67%	25.00%	0.00%	25.00%	66.67%	25.00%	0.00%	43.48%	
3. Technicians	#	3109	2863	42	204	10	0	0	1	0	0	3	0	6	
	%	35.14%	35.55%	27.45%	31.88%	16.13%	0.00%	0.00%	100.00%	0.00%	0.00%	37.50%	0.00%	26.09%	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	#	1006	872	14	120	21	4	3	0	7	0	2	2	3	
	%	11.37%	10.83%	9.15%	18.75%	33.87%	66.67%	75.00%	0.00%	58.33%	0.00%	25.00%	66.67%	13.04%	
6. Craft Workers	#	31	30	1	0	0	0	0	0	0	0	0	0	0	
	%	0.35%	0.37%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
7. Operatives	#	28	25	1	2	0	0	0	0	0	0	0	0	0	
	%	0.32%	0.31%	0.65%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Labors and Helpers	#	112	98	7	7	1	0	0	0	1	0	0	0	0	
	%	1.27%	1.22%	4.58%	1.09%	1.61%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	
9. Service Workers	#	137	120	2	15	3	0	0	0	0	1	0	1	1	
	%	1.55%	1.49%	1.31%	2.34%	4.84%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	4.35%	
TOTAL WORKFORCE	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	51	49	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	96.08%	0.00%	3.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	59	50	1	8	2	0	1	0	0	0	0	1	0	
	%	100%	84.75%	1.69%	13.56%	3.39%	0.00%	1.69%	0.00%	0.00%	0.00%	0.00%	1.69%	0.00%	
GS - 03	#	671	598	12	61	1	0	0	0	0	0	0	1	0	
	%	100%	89.12%	1.79%	9.09%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	
GS - 04	#	413	365	6	42	3	0	1	0	0	0	1	1	0	
	%	100%	88.38%	1.45%	10.17%	0.73%	0.00%	0.24%	0.00%	0.00%	0.00%	0.24%	0.24%	0.00%	
GS - 05	#	729	661	7	61	6	0	1	0	2	0	2	1	0	
	%	100%	90.67%	0.96%	8.37%	0.82%	0.00%	0.14%	0.00%	0.27%	0.00%	0.27%	0.14%	0.00%	
GS - 06	#	587	533	11	43	5	0	0	0	2	0	1	0	2	
	%	100%	90.80%	1.87%	7.33%	0.85%	0.00%	0.00%	0.00%	0.34%	0.00%	0.17%	0.00%	0.34%	
GS - 07	#	835	755	15	65	6	1	0	0	2	0	0	3	0	
	%	100%	90.42%	1.80%	7.78%	0.72%	0.12%	0.00%	0.00%	0.24%	0.00%	0.00%	0.36%	0.00%	
GS - 08	#	302	280	3	19	2	0	0	0	1	0	0	1	0	
	%	100%	92.72%	0.99%	6.29%	0.66%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.33%	0.00%	
GS- 09	#	669	616	12	41	2	0	0	0	0	1	0	1	0	
	%	100%	92.08%	1.79%	6.13%	0.30%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.15%	0.00%	
GS - 10	#	12	11	0	1	0	0	0	0	0	0	0	0	1	
	%	100%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	
GS - 11	#	998	890	22	106	8	0	1	0	0	0	3	0	4	
	%	100%	89.18%	2.20%	10.62%	0.80%	0.00%	0.10%	0.00%	0.00%	0.00%	0.30%	0.00%	0.40%	
GS - 12	#	1103	995	19	89	4	1	0	0	2	0	0	1	1	
	%	100%	90.21%	1.72%	8.07%	0.36%	0.09%	0.00%	0.00%	0.18%	0.00%	0.00%	0.09%	0.09%	
GS - 13	#	757	704	14	39	6	0	0	0	1	1	0	4	0	
	%	100%	93.00%	1.85%	5.15%	0.79%	0.00%	0.00%	0.00%	0.13%	0.13%	0.00%	0.53%	0.00%	
GS - 14	#	571	526	12	33	5	0	0	0	0	2	0	3	0	
	%	100%	92.12%	2.10%	5.78%	0.88%	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%	0.53%	0.00%	
GS - 15	#	128	22	2	4	0	0	0	0	0	0	0	0	0	
	%	100%	17.19%	1.56%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other (oo)	#	586	553	6	27	2	0	0	1	0	0	1	0	0	
	%	100%	94.37%	1.02%	4.61%	0.34%	0.00%	0.00%	0.17%	0.00%	0.00%	0.17%	0.00%	0.00%	
SES	#	36	33	1	2	0	0	0	0	0	0	0	0	0	
	%	100%	91.67%	2.78%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Workforce	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	
	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	51	49	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.58%	0.61%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	59	50	1	8	2	0	1	0	0	0	0	0	1	0
	%	0.67%	0.62%	0.65%	1.25%	3.23%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
GS - 03	#	671	598	12	61	1	0	0	0	0	0	0	0	1	0
	%	7.58%	7.42%	7.84%	9.53%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
GS - 04	#	413	365	6	42	3	0	1	0	0	0	0	1	1	0
	%	4.67%	4.53%	3.92%	6.56%	4.84%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	33.33%	4.35%	0.00%
GS - 05	#	729	661	7	61	6	0	1	0	2	0	2	1	0	0
	%	8.24%	8.21%	4.58%	9.53%	9.68%	0.00%	25.00%	0.00%	16.67%	0.00%	25.00%	33.33%	0.00%	0.00%
GS - 06	#	587	533	11	43	5	0	0	0	2	0	1	0	2	0
	%	6.64%	6.62%	7.19%	6.72%	8.06%	0.00%	0.00%	0.00%	16.67%	0.00%	12.50%	0.00%	8.70%	0.00%
GS - 07	#	835	755	15	65	6	1	0	0	2	0	0	0	3	0
	%	9.44%	9.37%	9.80%	10.16%	9.68%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	13.04%	0.00%
GS - 08	#	302	280	3	19	2	0	0	0	1	0	0	0	1	0
	%	3.41%	3.48%	1.96%	2.97%	3.23%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	4.35%	0.00%
GS - 09	#	669	616	12	41	2	0	0	0	0	1	0	0	1	0
	%	7.56%	7.65%	7.84%	6.41%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	4.35%	0.00%
GS - 10	#	12	11	0	1	0	0	0	0	0	0	0	0	0	1
	%	0.14%	0.14%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
GS - 11	#	998	890	22	106	8	0	1	0	0	0	3	0	4	0
	%	11.28%	11.05%	14.38%	16.56%	12.90%	0.00%	25.00%	0.00%	0.00%	0.00%	37.50%	0.00%	17.39%	0.00%
GS - 12	#	1103	995	19	89	4	1	0	0	2	0	0	0	1	1
	%	12.47%	12.35%	12.42%	13.91%	6.45%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	4.35%	50.00%
GS - 13	#	757	704	14	39	6	0	0	0	1	1	0	0	4	0
	%	8.56%	8.74%	9.15%	6.09%	9.68%	0.00%	0.00%	0.00%	8.33%	33.33%	0.00%	0.00%	17.39%	0.00%
GS - 14	#	571	526	12	33	7	0	0	0	0	2	0	0	3	0
	%	6.45%	6.53%	7.84%	5.16%	11.29%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	13.04%	0.00%
GS - 15	#	128	122	2	4	0	0	0	0	0	0	0	0	0	0
	%	1.45%	1.51%	1.31%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Unspecified GS)	#	586	553	6	27	2	0	0	1	0	0	1	0	0	0
	%	6.62%	6.87%	3.92%	4.22%	3.23%	0.00%	0.00%	100.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%
Senior Executive Service	#	36	33	1	2	0	0	0	0	0	0	0	0	0	0
	%	0.41%	0.41%	0.65%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B5-2: PARTICIPATION RATES FOR WAGE GRADES by Disability

WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 02	#	27	24	0	3	0	0	0	0	0	0	0	0	0	0
	%	8.39%	8.08%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 03	#	168	158	1	9	4	1	0	0	1	0	0	1	1	0
	%	52.17%	53.20%	10.00%	60.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%
Grade - 04	#	22	18	3	1	0	0	0	0	0	0	0	0	0	0
	%	6.83%	6.06%	30.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 05	#	51	46	4	1	0	0	0	0	0	0	0	0	0	0
	%	15.84%	15.49%	40.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 06	#	19	18	1	0	0	0	0	0	0	0	0	0	0	0
	%	5.90%	6.06%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 07	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.17%	2.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 08	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.86%	1.68%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.62%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 10	#	18	18	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.59%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.62%	0.34%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	322	297	10	15	4	1	0	0	1	0	0	1	1	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Permanent	#	397	349	13	35	2	0	0	0	0	0	0	0	2	0
	%	100%	87.91%	3.27%	8.82%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%	0.00%
Temporary	#	861	785	17	59	4	0	2	0	0	0	1	0	1	0
	%	100%	91.17%	1.97%	6.85%	0.46%	0.00%	0.23%	0.00%	0.00%	0.00%	0.12%	0.00%	0.12%	0.00%
Indefinite	#	195	181	3	11	1	0	1	0	0	0	0	0	0	0
	%	100%	92.82%	1.54%	5.64%	0.51%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1,453	1,315	33	105	7	0	3	0	0	0	1	0	3	0
	%	100%	90.50%	2.27%	7.23%	0.48%	0.00%	0.21%	0.00%	0.00%	0.00%	0.07%	0.00%	0.21%	0.00%
Prior Year	%	100%	90.50%	2.27%	7.23%	0.48%	0.00%	0.21%	0.00%	0.00%	0.07%	0.00%	0.21%	0.00%	

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%								0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%								0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	%														

DATA NOT AVAILABLE
 The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

	Total by Disability Status					Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine

Job Series/Grade(s) of Vacancy:

Relevant Pool	DATA NOT AVAILABLE														
Total Applications Received	#	The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.													
	%	100%	0.00%									0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series/Grade(s) of Vacancy:

Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

	Total by Disability Status					Detail for Targeted Disabilities								
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine

Career Development Programs for GS 5-12

Slots	#																						
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Applied	#		DATA NOT AVAILABLE The USDA data collection system maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.																				
	%											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Participants	#																						
	%											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Programs for GS 13-14

Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Career Development Programs for GS 15 and SES

Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	242	220	1	18	3	1	1	0	1	0	0	0	0	0
	%	100.00%	90.91%	0.41%	7.44%	1.24%	0.41%	0.41%	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		1641	1499	8	116	8	8	8	0	2	0	0	0	0	0
Average Hours		7	7	8	6	3	8	8		2					
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	149	132	3	12	2	1	1	0	0	0	0	0	0	0
	%	100.00%	88.59%	2.01%	8.05%	1.34%	0.67%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		3699	3244	61	330	64	24	24	0	0	0	0	0	0	0
Average Hours		25	25	20	28	32	24	24							
Cash Awards: \$100 - \$500															
Total Cash Awards Given	#	111	100	2	8	1	0	0	0	0	0	0	0	1	0
	%		90.09%	1.80%	7.21%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%
Total Amount		16150	11050	1000	3600	500	0	0	0	0	0	0	500	0	
Average Amount		145	111	500	450	500							500		
Cash Awards: \$501+															
Total Cash Awards Given	#	692	638	11	37	6	0	0	0	2	1	1	0	1	0
	%		92.20%	1.72%	336.36%	16.22%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	50.00%	100.00%	0.00%	#DIV/0!	0.00%
Total Amount		961180	893041	14450	47189	6500	0	0	0	1750	1500	1000	0	2250	0
Average Amount		1389	1400	1314	1275	1083				875	1500	1000		2250	
Quality Step Increases:															
Total QSI Award	#	302	277	3	18	4	0	0	0	1	1	1	0	1	0
	%		91.72%	1.08%	600.00%	22.22%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	100.00%	0.00%	#DIV/0!	0.00%
Total Benefit		302	277	3	18	4	0	0	0	1	1	1	0	1	0
Average Benefit		1	1	1	1	1				1	1	1		1	

Table B14: SEPARATIONS By Type of Separation- Distribution by Disability

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Voluntary	#	297	257	13	27	2	0	1	0	0	0	0	0	1	0
	%	100%	86.53%	4.38%	9.09%	0.67%	0.00%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%
Involuntary	#	13	11	0	2	1	0	0	0	0	0	0	0	1	0
	%	100%	84.62%	0.00%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Total Separations	#	310	268	13	29	3	0	1	0	0	0	0	0	2	0
	%	100%	86.45%	4.21%	9.38%	0.97%	0.00%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%
Total Workforce	#	8847	8054	153	640	62	6	4	1	12	3	8	3	23	2
	%	100%	91.04%	1.73%	7.23%	0.70%	0.07%	0.05%	0.01%	0.14%	0.03%	0.09%	0.03%	0.26%	0.02%