

P-7
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NAVY

CREATING A MORE DIVERSE WORKFORCE -- EQUAL EMPLOYMENT

1. Enclosure (1) shows a distribution of Professional, Administrative, Technical, Clerical and Other Staff by grade, race and sex.
2. Enclosure (2) provides hiring and retention data from 1983 to 1987. Statistics for 1982 are not available.
3. Ratio of Female and Minority promotions follow. Statistics prior to 1984 are not available.

<u>Promotions Processed</u>		<u>Female</u>	<u>Minority</u>
1986 & 1987	716	56.8%	15.7%
1985	338	52.4%	14.8%
1984	321	50.8%	14.3%

4. Recruitment/selection test are not used by the Command, except for clerk-typist. The clerical examination is administered by the Office of Personnel Management.
5. Minority and female representatives in the Command have been enhanced by directing recruitment efforts to colleges with high minority enrollment and through the Command Upward Mobility Program.

HIRING AND RETENTION DATA

1983-1987
By Occupation

OCCUPATIONAL GROUP - Engineer

<u>Women</u>	<u># Hired</u>	<u># Separated</u>
1983	3	0
1984	1	0
1985	3	2
1986	0	0
1987	1	1
<u>Minority</u>		
1983	9	0
1984	1	0
1985	1	6
1986	0	1
1987	0	2

P. 7

HIRING AND RETENTION DATA

OCCUPATIONAL GROUP - Linguists

<u>Women</u>	<u># Hired</u>	<u># Separated</u>
1983	0	0
1984	1	0
1985	0	0
1986	0	0
1987	0	0

Minority

1983	0	0
1984	0	0
1985	0	1
1986	0	0
1987	0	0

HIRING AND RETENTION DATA

OCCUPATIONAL GROUP - Computer Specialist

<u>Women</u>	<u># Hired</u>	<u># Separated</u>
1983	0	0
1984	0	0
1985	0	0
1986	0	0
1987	0	0
<u>Minority</u>		
1983	0	0
1984	0	0
1985	0	0
1986	0	0
1987	0	0

HIRING AND RETENTION DATA

OCCUPATIONAL GROUP - Computer Programmer Analyst/Specialist

<u>Women</u>	<u># Hired</u>	<u># Separated</u>
1983	4	0
1984	3	5
1985	11	5
1986	3	5
1987	6	2

<u>Minority</u>	<u># Hired</u>	<u># Separated</u>
1983	3	0
1984	1	0
1985	5	3
1986	1	0
1987	2	0

HIRING AND RETENTION DATA

OCCUPATIONAL GROUP - Mathematician

<u>Women</u>	<u># Hired</u>	<u># Separated</u>
1983	1	0
1984	0	0
1985	11	1
1986	0	0
1987	0	0

<u>Minority</u>		
1983	0	0
1984	0	0
1985	0	0
1986	0	0
1987	0	0

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GRADE RANGE	YEAR	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	OTHER
GS 1-4	1983	79	20	59	59	18	-	2
	1984	88	12	76	67	20	-	1
GS 5-8	1983	408	132	276	327	71	2	8
	1984	415	131	284	344	63	3	5
GS 9-12	1983	768	568	200	676	77	6	9
	1984	859	604	255	739	92	8	20
GS/GM 13-15	1983	300	289	11	295	4	-	1
	1984	325	311	14	318	4	-	3
GS/GM 16-18 INCL. SES	1983	6	6	-	6	-	-	-
	1984	5	5	-	5	-	-	-
OTHER WHITE COLLAR	1983	-	-	-	-	-	-	-
	1984	-	-	-	-	-	-	-
TOTAL WHITE COLLAR	1983	1561	1015	546	1363	170	8	20
	1984	1692	1063	629	1473	179	11	29

NOTE: OTHER COLUMN INCLUDES ASIAN/PACIFIC ISLANDER & AMERICAN INDIAN/ALASKAN NATIVE
 SOURCE: DON RNS WORKFORCE PROFILE PERSONNEL TRANSACTIONS PRINTED: 1983 & 1984 14 NOV 84
 1985 & 1986 09 SEP 86

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 3/9-7

EEO Data 1985

GRADE RANGE	YEAR	TOTAL	MRN	WMEN	WHITE	BLACK	HISPANIC	OTHER
GS 1-4	1985	105	13	92	70	34	1	
GS 5-8	1985	341	127	214	277	59	2	3
GS 9-12	1985	836	588	248	715	96	6	19
GS/GM 13-15	1985	340	323	17	329	6		5
GS/GM 16-18 INCL. SES	1985	1	1		1			
OTHER WHITE COLLAR								
TOTAL WHITE COLLAR	1985	1623	1052	571	1392	195	9	27

NOTE: OTHER COLUMN INCLUDES ASIAN/PACIFIC ISLANDER & AMERICAN INDIAN/ALASKAN NATIVE
 SOURCE: DON RNS WORKFORCE PROFILE PERSONNEL TRANSACTIONS PRINTED: 1983 & 1984 14 NOV 84
 1985 & 1986 09 SEP 86

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P-2
4

EEO Stats 1986

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GRADE RANGE	YEAR	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	OTHER
GS 1-4	1986	83	20	63	50	32	1	
GS 5-8	1986	498	121	377	398	89	5	6
GS 9-12	1986	902	618	284	788	92	8	14
GS/GR 13-15	1986	381	360	21	365	11	-	14
GS/GR 16-18 INCL. SES	1986	1	1	-	1	-	-	1
OTHER WHITE COLLAR								
TOTAL WHITE COLLAR	1986	1865	1120	745	1602	224	14	25

NOTE: OTHER COLUMN INCLUDES ASIAN/PACIFIC ISLANDER & AMERICAN INDIAN/ALASKAN NATIVE
 SOURCE: DON RNS WORKFORCE PROFILE PERSONNEL TRANSACTIONS PRINTED: 1983 & 1984 14 NOV 84
 1985 & 1986 09 SEP 86

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1-7

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EEU PWS 1987

GRADE RANGE	YEAR	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN/PACIFIC ISLANDER	AMERICAN INDIAN/ALAS. NA
GS 1-4	1987	67	12	55	39	26	-	1	1
GS 5-8	1987	305	61	244	236	61	2	1	5
GS 9-12	1987	610	380	230	529	68	7	5	1
GS/GM 13-15	1987	272	248	24	259	8	1	4	-
GS/GM 16-18 INCL. SES	1987	5	5	-	5	-	-	-	-
OTHER WHITE COLLAR	-	-	-	-	-	-	-	-	-
TOTAL WHITE COLLAR	1987	1259	706 <i>56⁰¹⁰</i>	553 <i>44⁰¹⁰</i>	1068 <i>85⁰¹¹</i>	163 <i>13⁰¹⁰</i>	10 <i>8/1000 %</i>	11 <i>9/1000 %</i>	7 <i>5/1000 %</i>

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2-7

RATCO STATS 1983-1984

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YR.	TOTAL	TOTAL	WHITE		BLACK		HISPANIC		OTHER	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
1983	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER	NUMBER
PROFESSIONAL										
1983	334	40	32	22	5	1	-	7	-	
1984	337	42	34	16	8	2	-	8	-	
ADMINISTRATIVE										
1983	858	213	171	37	40	6	-	4	2	
1984	941	254	200	38	45	6	3	12	6	
TECHNICAL										
1983	148	105	75	6	30	-	-	-	-	
1984	174	118	74	6	44	-	-	-	-	
CLERICAL										
1983	221	188	166	9	18	-	-	-	4	
1984	240	215	196	5	17	-	-	1	2	
OTHER										
1983	25	-	-	9	-	-	-	-	-	
1984	25	-	-	8	-	-	-	-	-	
TOTAL WHITE COLLAR										
1983	1561	546	444	74	93	7	-	11	6	
1984	1692	629	504	65	114	8	3	21	8	
TOTAL BLUE COLLAR										
1983	25	-	-	9	-	-	-	-	-	
1984	25	-	-	8	-	-	-	-	-	
TOTAL										
1983	1586	546	444	83	93	7	-	11	6	
1984	1717	629	504	73	114	8	3	21	8	

NOTE: OTHER COLUMN INCLUDES ASIAN/PACIFIC ISLANDER & AMERICAN INDIAN/ALASKAN NATIVE
 SOURCE: DON RNS WORKFORCE PROFILE PERSONNEL TRANSACTIONS PRINTED: 1983 & 1984 14 NOV 84

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6/19

NIC *Naval Intel Command ?*

PATCO Stats 1985-1986

YEAR	TOTAL	WHITE	BLACK	HISPANIC	OTHER			
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
PROFESSIONAL								
1985	52	29	23	14	6	-	9	-
1986	49	35	30	6	4	1	7	-
ADMINISTRATIVE								
1985	356	300	235	37	59	5	14	3
1986	407	349	267	42	76	5	11	2
TECHNICAL								
1985	95	87	55	8	32	-	-	-
1986	132	125	72	7	51	-	-	2
CLERICAL								
1985	235	226	191	6	34	1	2	1
1986	248	235	201	12	28	1	-	4
OTHER								
1985	8	-	-	-	-	-	-	-
1986	8	-	-	-	-	-	-	-
TOTAL WHITE COLLAR								
1985	746	642	504	65	131	6	25	4
1986	844	744	570	67	159	7	18	8
TOTAL BLUE COLLAR								
1985	8	-	-	-	-	-	-	-
1986	8	-	-	-	-	-	-	-
TOTAL								
1985	754	642	504	65	131	6	25	4
1986	852	744	570	67	159	7	18	8

NOTE: OTHER COLUMN INCLUDES ASIAN/PACIFIC ISLANDER & AMERICAN INDIAN/ALASKAN NATIVE
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8/2

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YEAR	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKAN NATIVE	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL												
1987	33	19	19		2		3		1		-	
ADMINISTRATIVE												
1987	531	285	226		23		52		4		4	
TECHNICAL												
1987	61	41	22		11		18		1		-	
CLERICAL												
1987	219	203	155		8		45		-		2	
OTHER												
1987	9	-	-		8		-		-		-	
TOTAL WHITE COLLAR												
1987	844	548	422		44		118		6		6	
TOTAL BLUE COLLAR												
1987	9	-	-		8		-		-		-	
TOTAL												
1987	853	548	422		52		118		6		6	

SOURCE: CPMIS REPORT AS OF 87 SEPT 30 PREPARED 87 OCT 02

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P-7
9

K-7
10

Task IV Creating a More Diverse Workforce (Air Force)

- 1) Information is obtainable and will be provided when available.
- 2) Information is obtainable and will be provided when available.
- 3) Information may be available.
- 4) No special tests have been developed.
- 5) Air Force GDIP organizations take part in Department of the Air Force EEO programs. Air Force policy ensures equal opportunity regardless of race, religion, color, sex, national origin, age, or handicapping condition for all employees or candidates. The Affirmative Employment Program provides a work environment where all personnel can advance to their highest potential, and it eliminates underrepresentation. Affirmative employment is an integral part of Air Force personnel management. Technical responsibilities for EEO requirements are a function of the Civilian Personnel Officer. Management aspects such as selection for employment, promotion, and training are the responsibility of individual managers and supervisors.

Each Air Force organization with a central civilian personnel office (CCPO) has an AAP Plan (AAPP) for all employees. The AAPP is a cooperative effort of EEO and AAP officials and management. Organizations with large work forces develop organizational AAPP's that serve as inputs to the installation AAPP. Commanders are responsible for achieving installation goals. Major commands (MAJCOM's) consolidate installation goals, and MAJCOM's and Headquarters Air Force monitor quarterly progress.

Air Force GDIP authorizations are spread out through 15 commands serviced by 21 CCPO's. As a result, there are no centralized GDIP recruitment, hiring, and promotion policies for minorities. The Foreign Technology Division (FTD) has over 40 percent of Air Force GDIP positions. FTD conducts an extensive recruitment program for engineers and other scientific and technical fields. This includes on-campus college recruitment at predominantly minority schools and other schools with high minority or female enrollments. FTD also recruits through the Ohio state employment services and several Ohio Urban leagues, and it advertises in the Hispanic Times, the U.S. Black Engineer and the Minority Engineer.

Special Emphasis Programs (SEP's) play an important role in recruitment of minorities. SEP Managers assist in recruitment, employment, and advancement of minorities and women in the federal work force and assist managers and supervisors with Affirmative Employment Programs. For wxample, FTD SEP managers target recruitment through local community organizations. Each Air Force installation has a Hispanic Employment Program and a Federal Women's Program. In addition, Air Force encourages establishment of Black, American Indian and Alaskan Native, and Asian American and Pacific Islander Employment Programs where needed.

All Air Force bases use student employment to further affirmative employment. Student programs include cooperative education, Junior Fellowship, summer hire, and stay-in-school. The largest command, Air Force Logistics Command, has a "grow your own" engineer program which grants financial aid for undergraduate degrees in exchange for post-graduation employment commitments. Many minority and female students have benefited from this program.