# NIH Workforce Analysis

This year’s workforce analysis provides information regarding the current NIH workforce through demographic stratifications and identifies multi-year employment trends impacting the workforce as a whole or in part. It may help to inform workforce and succession planning by providing a basis for action to address lower than expected participation rates in certain groups.

# Composition of the NIH Total Workforce

Demographic data was extracted from the Business Intelligence System (BIIS) system as of September 30, 2015, and downloaded October 23, 2015. Included are workforce and personnel action comparisons by (1) Sex; (2) Race & Ethnic Origin Group; (3) Disability Status; (4) Pay Plans; (5) Officials & Managers; (6) Applicant Flow; (7) Top Five Major Occupations; and (8) the Scientific Investigator Workforce. MD 715 data tables referenced are included in the appendices. This data was supplemented by benchmarking data obtained from the 2010 US Census Bureau’s Civilian Labor Force (CLF) data tool as well as the National Science Foundation’s (NSF) benchmarking data.

At the end of the Fourth Quarter of FY 2015, NIH’s total workforce population (permanent and temporary) included 17,885 employees. These analyses excluded Commission Corp and Advisory Board (CC and EI Pay Plans) staff.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015; 2014; 2013, 2012, and 2011

For the fifth consecutive fiscal year, NIH underwent budgetary challenges that had a direct impact on the agency’s ability to recruit, hire, and retain diverse talent. Comparing the number of employees at the end of the FY (between FY 2011-2015), NIH experienced a net loss of 4.1 % (766) in the workforce. NIH’s yearly pace of net loss is as follows: decreased by 0.5% (89) individuals from FY 2011 to FY 2012; by 1.0% (190) individuals from FY 2012 to FY 2013; by 1.6% (303) from FY 2013 to FY 2014; and by 1.2 % (184) from FY 2014 to FY 2015.

While the NIH workforce numbers are decreasing yearly, participation rates of NIH populations in terms of race, ethnicity, sex, and disability status have remained relatively constant over time.

Of the total population, 41.8 % (7,471) were males, and 58.2 % (10,414) females. The participation rate for males is less than expected in comparison to the CLF, while the female participation rate is higher than expected. There has been a decrease in the overall male participation rate (net change) over previous year by 0.94%. Similarly, there is a comparable decrease (net change) of 1.07% for females over the prior year.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

The participation rate for White employees (58.5 %) increased slightly from FY 2014 (58.7%). As compared to the CLF, the largest disparity (-12.4%) was found in White males. For Black employees the overall participation rate was 20.3 %, which is a small decrease over FY 2014 (20.4%). As compared to the CLF, Black females have higher than expected participation at 7.7%. NIH’s Hispanic employees were at an overall 3.1% participation rate, a small increase over FY 2014 (3.0%). Both Hispanic males and females were approximately equal in their relative differences to the CLF, (-3.8% and -3.1% respectively). Asian/Pacific Islander employee’s total participation rate was 17.6%, a small increase over FY 2014 (17.3%). Asian/Pacific Islander females have higher than expected participation at 7.5%. American Indian/Alaska Natives had the smallest overall participation rate at NIH with 0.5%. Males and females within the AI/AN group showed similar differences to the CLF with (-0.3% and -0.2% respectively).

When compared with the CLF from US Census 2010 data, the following NIH race/ethnicity and sex groups had less than expected in comparison to their representation in the CLF:

* Hispanic males and females
* American Indian/Alaska Native males and females
* White males and females

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

# Race, Ethnicity, and Sex: Composition by Permanent or Temporary Status

### Permanent

The number of women in the total permanent workforce is 63.3% (8,591), as compared to the CLF index of 48.1%. Men are represented in the total permanent workforce at 36.8% (4,992), and for the second consecutive year men remain below the CLF index in the permanent workforce at 51.9%; the reverse is found in the temporary workforce where the ratio for men 57.6% (2,479) is greater than for women 42.4% (1,823).

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A1 as of September 30, 2015

# People with Disabilities: Composition by Permanent or Temporary Status

According to the Office of Personnel Management (OPM), total federal employment for people with disabilities (PWD) was 12.8% at the end of FY 2013. NIH’s participation rate of people with disabilities is less than expected at 7.0% (1,260) in FY 2015.

In the total workforce (17,885); 89.8% (16,061) have no disabilities, 3.2% (564) did not identify, and 7.0% (1,260) have a reportable disability. Of the 1,260 who have a reported disability; 217 are people who have a targeted disability (PWTD) or 1.2% of the total NIH workforce.

NIH has lower than expected participation rates of individuals with targeted disabilities. NIH benchmarks the EEOC’s “Federal Goal” of 2.0% for individuals with targeted disabilities in the permanent workforce. Additionally, NIH further benchmarks the HHS goal of having 2.5% of people with targeted disabilities in the permanent workforce by FY 2016.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B1 as of September 30, 2015

The representation of people with reportable disabilities declined from 8.3% to 7.0% over a three year period from FY 2013 to FY 2015; representing a loss of 13 people. The representation of People with Targeted Disabilities has also decreased from 1.5% to 1.2% in FY 2015 over the past three fiscal years.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B1 as of September 30, 2015

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B1 as of September 30, 2015

The data reflects a net loss of people with disabilities and people with targeted disabilities from the previous year (FY 2014). Employees with targeted disabilities had the sharpest decline 1.4% when compared to the other groups by disability status. Employees with reportable disabilities declined by 1.0%. Persons who elected not to identify their disability status increased by 0.9 %.

# New Hires and Separations

An analysis of hires and separations was conducted to determine the existence potential triggers and/or barriers.

## New Hires Three Year Trend by Race/Ethnicity

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015, 2014, and 2013

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

Trends of note for new hires were found in the Black, and Hispanic groups. New hires in the Black group increased from 19.9% in FY 2013 to 21.0% in FY 2015; a net gain of 1.1%. Likewise, in FY 2013, new hires in the Hispanic group increased from 3.8% in FY 2013 to 4.2% in FY 2015, a gain of 1.5%. Conversely between FY 2013 and FY 2015, the new hires rate for Whites decreased by 1.8% The AI/AN employee new hire rates are comparable across the years.

### Total Work Force New Hires

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

## New Hires by Tenure Type

### Permanent New Hires

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

Women in the permanent workforce were hired at rates which were higher than expected in comparison to the overall female CLF benchmark of 59.6%. The hiring rates for women increased from 60.5% in FY 2013 to 65.4% in FY 2015. The hiring rate in FY 2015 is higher than expected as compared to the FY 2015 permanent female workforce participation rate of 63.2%. Male hiring rates decreased from 45.6% in FY 2013 to 34.6% in FY 2015. The rate for new hires of permanent males is less than expected when compared to the permanent male workforce participation rate of 36.8%.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A8 as of September 30, 2015  
New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

### Temporary New Hires

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

Commissioned Corps and Foreign Nationals overseas are not included

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table A8 as of September 30, 2015

New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

## New Hires by Disability Status

Across the federal workforce, 18.2% of new hires in FY 2013 were people with disabilities; as compared to new hires of people with disabilities at NIH of 7.5% (110). The graph below depicts that new hires of people with reportable disabilities (PWD) decreased from 7.5% to 5.4% over a three year period. Another indicator was that the new hire rate of people with targeted disabilities (PWTD) has decreased from 1.1% to 0.8%. Furthermore, this rate is still below the established Federal goal of 2.0 % in the permanent workforce.

Commissioned Corps and Foreign Nationals overseas are not included  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B8 as of September 30, 2015  
New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

# Total Workforce Separations by Race/Ethnicity

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

An analysis of the three year trends of separation rates from FY 2013 to FY 2015, NIH experienced an overall increase in the percentage of separations for all groups except White males, Black males, and Asian females. White male separations decreased from FY 2013 (27.1%) to FY 2015 (24.0%), Black male separations decreased from FY 2013 to FY 2015 (from 6.1% to 5.1%), and Asian female separations decreased from 8.9% to 8.4% during this same time period.

### Permanent Separations by Tenure Type Race/Ethnicity

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

When stratifying separations in the permanent workforce over the three year period from FY 2013 to FY 2015, NIH experienced a decrease in the percentage of separations for Hispanic males, White males, Black males and females, and Asian males. Hispanic male permanent workers separated at a rate of 1.7% in FY 2013, and at a rate of 1.1% in FY 2015. White male separations in the permanent workforce decreased from FY 2013 (26.4%) to FY 2015 (23.2%), Black male separations decreased from FY 2013 to FY 2015 (from 7.8% to 6.2%), and Asian female separations decreased from 4.6% to 4.1% during this same time period.

# Temporary Separation Trends by Race/Ethnicity

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table A14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

An analysis of separations in the temporary workforce over the three year period from FY 2013 to FY 2015, indicates that NIH experienced a decrease in the percentage of separations for White males and females, and Black males. White male temporary workers separated at a rate of 27.8% in FY 2013, and at a rate of 25.2% in FY 2015; while White female temporary workers separated at a rate of 26.6% in FY 2013, decreasing to a rate of 25.0% in FY 2015. Black male separations in the temporary workforce decreased from FY 2013 (4.2%) to FY 2015 (3.7%).

# Separations by Disability Status

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

An analysis of separations data by disability status confirms the retention of persons with disabilities (PWD) and people with targeted disabilities (PWTD) has been a long-standing, systemic personnel challenge for the NIH. The NIH workforce still remains below the Federal Goal for representation of PWTD to be at 2.0% of the permanent workforce and the HHS goal of 2.5% of the permanent workforce.

New hires of people with reportable disabilities ranged from 7.5% to 5.4% over a three year period from FY 2013 to FY 2014, however this number was offset by a higher number of separations of people with reportable disabilities, which ranged from 8.2% to 7.4% during this time period. Similarly, the yearly new hires of people with targeted disabilities (PWTD) has ranged from 1.1% to 0.8%, but the separations (ranging from 1.0 to 1.1%) nullify any gains made by new hires.

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Table B14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

Comparing the permanent and temporary workforce separations of PWTDs shows that PWTD separated at a rate of over two times as fast (1.4%), from the permanent workforce, as compared to the temporary workforce separations of 0.6%.

Commissioned Corps and Foreign Nationals overseas are not included.

Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.

Source: BIIS Table B14 as of September 30, 2015, 2014, and 2013

Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.

Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

# Total Workforce Differences between New Hires and Separations

Separations were subtracted from New Hires to provide FY 2015 cumulative gains and losses.

Commissioned Corps and Foreign Nationals overseas are not included.  
Permanent is Tenure 1 or 2 or pay plan ES or RS. Temporary is everyone who is not permanent.  
Source: BIIS Tables A8 and A14 as of September 30, 2015.  
New Hires are Nature of Action (NOA) codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.  
Separations are NOA codes 300 thru 399, excluding those who leave unit via promotion, conversion, or transfer within HHS.  
Voluntary Separations are NOA codes that are not involuntary. Total Separations include Voluntary and Involuntary Separations.

A comparison of separation rates to new hire rates revealed White males and females, as well as AI/AN females separated at higher rates than being hired. A barrier analysis of the Nature of Action codes will be conducted in FY 2016 to gain insight about the most frequently occurring separation actions for each group.

# Upward Mobility Analysis

MD-715’s root cause analyses require a thorough assessment of the appropriateness of any policy, practice, procedure, or condition that may lead to a negative correlation with race, national origin, sex, or disability. Typically, we review the demographic data to examine if any particular groups cannot reach the highest levels of leadership in an organization, despite their presence in positions that comprise the feeder pool. In particular, low participation for a group in any of the senior grades (GS 13 and above) compared to the participation rate for the total workforce in these grades is a trigger. Low participation rates for any group in the SES is also compared to their participation rate in the permanent workforce.

Furthermore, EEOC instructs agencies to identify situations where the participation rate for a group occupying a higher level position is lower than the corresponding participation rate in the lower level feeder pool for that position, the agency should review its merit promotion processes and may also need to review related processes, such as awards programs, for barriers affecting the group's advancement to the next level. For additional information, please see Workforce Tables A/B 1, Occupational Groups Tables A/B 3-1 and A/B 3-2, Grades Tables A/B 4-1, Internal Selections to Senior Grades Tables A/B 11, and Awards and Recognition Tables A/B 13. Analysis on wage grade employees was not conducted at this time, however data on this group is available on Table A/B 5-1 and A/B 5-2.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge, EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

## Summary of Upward Mobility Analyses as Compared to Benchmarks

| **Benchmark or Comparison Figure(s)** | **Findings** |
| --- | --- |
| Males:   * 41.8% of the total NIH workforce * 36.8% of the NIH permanent total workforce, and * 57.6% of the NIH temporary workforce | * Males have lower than expected participation in GS 13 (33.2%) as compared to the total NIH workforce. * Permanent internal senior level selections for males are lower than expected for GS 13, GS 14 (31.5% and 34.8% respectively) in comparison to their overall participation rate. SES was higher than expected (50.0%) respectively in comparison to their overall participation rate of 41.8%. * Males have lower than expected participation in the permanent Other Officials and Managers (non-supervisory) category (26.3%) in comparison to their overall participation rate of 41.8%. * Males received 40.8 % of all awards (cash awards, time off awards, and Quality Step Increases) distributed, which is comparable to their participation in the total NIH workforce (41.8%). |
| Females:   * 58.2% of the total NIH workforce * 63.2% of the NIH permanent total workforce, and * 42.4% of the NIH temporary total workforce | * Female participation at GS 14 (59.1%) is lower than the feeder pool of the GS 13 group (66.8%). * Females have lower than expected participation in the GS 15, AD, and RS pay plans (51.5%, 40.4%, and 23.3% respectively) in comparison to their overall participation rate of 58.2%. * Permanent internal senior level selections for females are higher than expected for GS 15 (60.2%) and SES (50.0%) in comparison to their overall participation rate of 58.2%. * Females have less than expected representation in Executive/Senior Level and First Level Supervisory (GS 12 and below) positions (49.9% and 36.8% respectively) in comparison to their overall participation rate of 58.2%. * Females received 59.2 % of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (58.2%). |
| Hispanic males   * 1.4% in the total NIH workforce, * 1.2% in the permanent NIH workforce, and * 1.7% in the temporary NIH workforce | * Participation at the SES level (0.0%) is lower than the feeder pool of the GS 15 group (1.9%). * Hispanic males have no participation rates in the SES and RS pay plans (0.0% and 0.0% respectively). * Permanent internal senior level selections for Hispanic males are lower than expected for GS 13, and SES (1.2%, and 0.0% respectively) in comparison to their total overall participation rate of 1.4%. * Hispanic males have higher than expected participation in Executive/Senior Level (SES and GS-15) Supervisors (1.6%) in comparison to their total overall participation rate of 1.4%. Mid-level (GS 13 and 14) managers (0.6%), GS 12 and below managers (0.0%), and Other Officials and Managers (non-supervisory) (1.0 %) are less than expected in comparison to in comparison to their total overall participation rate of 1.4%. * Hispanic males received 1.3% of all awards distributed (cash awards, time off awards, and Quality Step Increases) which is comparable to their participation in the total NIH workforce (1.4%). |
| Hispanic females:   * 1.7% in the total NIH workforce, * 1.9% in the permanent NIH workforce, and * 1.3% in the temporary NIH workforce | * Participation at GS 14 (1.4%) is lower than the feeder pool of the GS 13 group (2.1%). * Hispanic females have lower than expected participation in GS 14 (1.4%), GS 15 (1.4%), SES (0.0%), RS (1.4%), and AD (1.2%) pay plans in comparison to their total overall participation rate of 1.7%. * Permanent internal senior level selections for Hispanic females have do not have a participation at SES (0.0%). The GS 15 (2.2%) rate is higher than expected in comparison to their overall participation rate of 1.7%. * Hispanic females have higher than expected participation in Other Officials and Managers (non-supervisory) (2.6%). Mid-Level (GS 13 and 14) managers (1.3%), and First Level (GS 12 and below) managers (0.0%) have less than expected participation in comparison to their overall ratio of 1.7%. * Hispanic females received 1.7% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (1.7%). |
| AI/AN males:   * 0.2% in the total NIH workforce, * 0.2% in the permanent NIH workforce, and * 0.1% in the temporary NIH workforce | * Participation at GS 15 (0.0%) is lower than the feeder pool of the GS 14 group (0.3%). * AI/AN males have no participation in GS 15 (0.0%), SES (0.0%), RS (0.0%), and AD (0.0%) pay plans. * Permanent internal senior level selections for AI/AN males do not have participation rates for GS 13, 15, and SES (0.0%, 0.0% and 0.0% respectively). * AI/AN males have no participation rate in the Executive/Senior level (SES and GS 15) supervisory category (0.0%). * AI/AN males received 0.2% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their overall participation rate (0.2%). |
| AI/AN females:   * 0.4% in the total NIH workforce, * 0.4% in the permanent NIH workforce, and * 0.1% in the temporary NIH workforce | * Participation at GS 14 (0.2%) is lower than the feeder pool of the GS 13 group (0.6%). * AI/AN females have lower than expected participation in GS 14 (0.2%), GS 15 (0.1%), SES (0.0%), RS (0.0%), and AD (0.0%) pay plans in comparison to their overall participation rate (0.4%). * Permanent internal senior level selections for AI/AN females have no participation rates for GS 13, 14 and SES (0.0%, 0.0% and 0.0%, respectively). * AI/AN females have lower than expected participation in Executive/Senior Level (SES and GS 15) managers (0.1%), Mid-level (GS 13 and 14) managers (0.2%), and First level (GS 12 and below) managers (0.0%) in comparison to their overall participation rate (0.4%). * AI/AN females received a total of 0.3% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (0.4%). |
| Black males:   * 6.1% in the total NIH workforce, * 7.4% in the permanent NIH workforce, and * 2.0% in the temporary NIH workforce | * Participation at GS 13 (4.9%) is lower than the feeder pool of the GS 12 group (6.3%). * Black males have lower than expected participation in GS 13 (4.9%), GS 14 (3.4%), GS 15 (2.4%), RS (0.0%), and AD (1.6%) pay plans in comparison to their overall participation rate (6.1%). * Permanent internal senior level selections for Black males are lower than expected for GS 13, 14, and 15 (4.8%, 5.6%, and 0.0% respectively) in comparison to their overall participation rate (6.1%). * Black males have lower than expected participation in the Executive/Senior Level (SES and GS 15) manager category (2.3%) in comparison to their overall participation rate (6.1%). * Black males received 5.8% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (6.1%). |
| Black females:   * 14.2% in the total NIH workforce, * 17.3% in the permanent workforce, and * 4.5% in the temporary NIH workforce | * Participation at GS 13 (15.1 %) is lower than the feeder pool of the GS 12 group (20.1%). * Black females have lower than expected participation in permanent GS 14 (8.1%), GS 15 (4.9%), SES (8.7%), RS (0.0%), and AD (3.1%) pay plans in comparison to their overall participation rate (14.2%). * Permanent internal senior level selections for Black females are lower than expected for GS 14, GS 15 and SES (10.6%, 7.5%, and 0.0% respectively) in comparison to their overall participation rate (14.2%). * Black females have lower than expected participation in the Executive/Senior level (SES and GS 15) (3.9%) in comparison to their overall participation rate (14.2%). Mid-level, First Level, and Other Managers all have higher than expected ratios (14.8%, 18.8% and 30.0% respectively) in comparison to their overall participation rate (14.2%). * Black females received 13.1% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is less than their participation in the total NIH workforce (17.3%). |
| Asian males:   * 8.2% in the total NIH workforce, * 5.3% in the permanent NIH workforce, and * 17.7% in the temporary NIH workforce | * Participation at GS 13 (4.9%) is lower than the feeder pool of the GS 12 group (5.7%). * Asian males have lower than expected participation in the permanent GS 13 (4.9%), GS 14 (7.9%), GS 15 (6.3%), and the SES (4.4%) pay plans in comparison to their overall participation rate (8.2%). * Permanent internal senior level selections for Asian males are lower than expected for GS 13, 15, and SES (3.6%, 4.3% and 0.0% respectively) in comparison to their overall participation rate (8.2%). * Asian males have lower than expected participation in the Mid-level (GS 13 and GS 14) managers (4.0%), First-line (GS 12 and below) managers (1.4%), and Other Officials and Managers (non-supervisor) (1.7%) categories. in comparison to their overall participation rate (8.2%). * Asian males received 7.0 % of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is lower than their participation in the total NIH workforce (8.2%). |
| Asian females:   * 9.4% in the total NIH workforce, * 8.6% in the permanent NIH workforce, and * 12.1% in the temporary NIH workforce | * Participation at GS 13 (8.9%) is lower than the feeder pool of the GS 12 group (12.9%). * Asian females have lower than expected participation in the permanent GS 13 (8.8%), GS 14 (9.1%), GS 15 (5.6%), SES (2.2%), and RS (8.2%) pay plans in comparison to their overall participation rate (9.4%). * Permanent internal senior level selections for Asian females are lower than expected for GS 13 and SES (6.9% and 0.0%, respectively) in comparison to their overall participation rate (9.4%). * Asian females have lower than expected participation in all manager categories, including Executive/Senior (SES and GS 15) managers (3.9%), Mid-level (GS 13 and 14) managers (2.8%), First Line (GS 12 and below) managers (2.2%) and Other Officials and Managers (non-supervisory) 5.0% in comparison to their overall participation rate (9.4%). * Asian females received 8.3% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is less than expected when considering their participation in the NIH total workforce (9.4%). |
| White males:   * 25.9% in the total NIH workforce, * 22.7% in the permanent NIH workforce, and * 35.5% in the temporary NIH workforce | * Participation at SES (28.1%) is lower than the feeder pool of the GS 15 group (37.7%). * White males have lower than expected participation in the GS 13 (28.1%) pay plan. * Permanent internal senior level selections for White males are lower than expected for GS 13, and 14 (21.8% and 21.7% respectively) in comparison to their overall participation rate (25.9%). * White males have lower than expected participation in the Other Officials and Managers (non-supervisory) manager category (14.2%) in comparison to their overall participation rate (25.9%). * White males received 26.4% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (25.9%). |
| White females:   * 32.5% in the total NIH workforce, * 35.1% in the NIH permanent total workforce, and * 24.4% in the temporary NIH workforce | * Participation at GS 15 (39.6%) is lower than the feeder pool of the GS 14 group (40.3%). * White females have lower than expected participation in the AD pay plan (7.7%) in comparison to their overall participation rate (32.5%). * White females have lower than expected participation in the Executive/Senior (SES and GS 15) managers (30.4%), and First-level supervisory (GS 12 and below) category (18.1%) in comparison to their overall participation rate (32.5%). * White females received 35.8% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is higher than expected in comparison to their participation in the total NIH workforce (32.5%). |
| People with disabilities:   * 7.0% in the total NIH workforce, * 8.0 % in the permanent NIH workforce, and * 3.6% in the temporary NIH workforce | * Participation of employees with disabilities at GS 15 is lower than the feeder pool of the GS 14 group (5.8% as compared to 7.5%). * People with disabilities have lower than expected participation in GS 15 (5.8%), SES (6.5%), RS (4.1%), but higher than expected in AD pay plans (7.7%). * Internal senior level selections for people with disabilities are lower than expected, GS 13 (4.4%), and GS 15 (4.3%) than compared to their overall ratio within this category (5.9%). * People with reportable disabilities received 6.9% of all total awards (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (7.0%). |
| People with targeted disabilities:   * 1.2% participation in the total NIH workforce, * 1.5% in the NIH permanent total workforce. * 0.4% in the NIH temporary workforce | * Participation of people with targeted disabilities at GS 13 (0.7%) is lower than the feeder pool of the GS 12 group (1.3%). * People with targeted disabilities have lower than expected participation in GS 13, GS 14, GS 15, SES, RS, and AD pay plans (0.7%, 0.7%, 0.6%, 0.0%, 1.4%, and 0.0%, respectively) than their overall participation rate of 1.2%. * Internal senior level selections for people with targeted disabilities did not have any selections at the GS 13, and SES levels. GS 14 (0.6%) is less than expected and GS 15 is comparable (1.1%) when considering their overall participation rate. * People with targeted disabilities have lower than expected participation in all manager categories: Executive/Senior (SES and GS 15) supervisors (0.5%), Mid-level (GS 13 and 14) managers (0.9%), and GS 12 and below managers (0.8%) when compared to their overall participation rate of 1.2%. * People with targeted disabilities received 1.1% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (1.2%). |

## Selected Pay Plan and Grade Level Pools

The following graphs illustrate the remaining findings of the NIH workforce pay plans and grades by Race/Ethnicity and Sex.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or PayPlan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.   
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign National overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign National overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.

FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows

Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent

Commissioned Corps and Foreign National overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.

FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.

Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign National overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign National overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge. EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge, EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST AA - Administrative Appeals Judge, EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A4-1 Permanent.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST.   
AA - Administrative Appeals Judge, EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table B4-1 Permanent.

People with disabilities’ participation rates are depicted above distributed by grade level. People with reportable disabilities (PWD) are represented in grades between GS-1 and GS-9 ranging between 9.7% to 42.9% participation. After GS-9, the largest percentage by the grade in which PWD are found; G-11 and GS-14, each with 7.5% participation.

Commissioned Corps and Foreign Nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS. SES - Senior Executive, RS - Senior Biomedical Research Service, AD - Administratively Determined, AL - Administrative Law Judge, CC - Commissioned Corps, Other - AA, EX, SL, ST.   
AA - Administrative Appeals Judge, EX - Executive Pay, SL - Senior Level Position, ST - Scientific and Professional.  
FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September) % compute across rows.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table B4-1 Permanent.

People with Targeted Disabilities (PWTD) are concentrated between the GS-2 through the GS-7 pay plans, ranging between 5.4% to12.5% participation. PWTD are represented at the GS-8 level at a rate of 2.9%, and in the GS-9 level at 1.4%. There are no PWTD in the GS-10 level. Between GS-11 and GS-15, PWTD’s ranges between 0.6% to 1.8% participation. The highest representation of PWTD is at G-11 with 1.8%. Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

Commissioned Corps and foreign nationals overseas are not included.  
Permanent employees only. Permanent is tenure 1 or 2 or Payplan ES or RS.  
External Benchmarks are not valid since this table puts ALL supervisors in Occupational Category 1 - which may not be their actual occupational category. FY (Q1 - October through December Q2 - January through March Q3 - April through June Q4 -July through September).  
Supervisors are supervisory codes 2, 4, and 5.  
Executive/Senior Level Officials and Managers includes grades 15, SES, payplans EX, RS, SL, ST.  
Mid-Level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 12 and below.  
Source: DHHS/PSC/ISMS/DESOM/RB – Table A3-1 Permanent.

# NIH Applicant Flow Data Compared to NIH Workforce & CLF

The Department of Health and Human Services (DHHS) has worked with the Office of Personal Management to obtain applicant flow data from USAJOBS. Analysis was conducted on vacancy announcements as the method to protect against identifying specific candidates in certain announcements. The analysis focused on applicants who voluntarily identified their race/ethnicity and/or sex during the initial application and whose data was carried along to the following stages of qualification and selection. The USAJOBS applicant dataset does not include NIH applicants who applied for Title 42 jobs.

One of the major challenges NIH has faced when analyzing applicant flow data has been the inability to obtain complete and/or accurate data. In previous years, precursory reviews of applicant data, especially with the BIIS data level, revealed that the reports were aggregated at levels and without the means for additional breakouts. Additionally, data was only available for the first three quarters of FY 2015.

Analyses now includes applicant demographics such as race/ethnicity, sex, as well as occupational series, pay plan and grade level without specifically identifying the candidate. The following charts below display applicant flow data with the 2010 CLF and the NIH workforce benchmarks as suitable.

## USAJobs Applicant Flow Data

Data Source: US Department of Health and Human Services via USA Staffing, OPM.  
Applicant Flow Data as of June 30, 2015.

The applicant flow data for selections suggest that the female selection rate is higher than expected in comparison to the total NIH workforce and the CLF. While the selection of male applicants is less than expected when considering the total NIH workforce and CLF benchmarks. Additional barrier analysis will be conducted in FY 2016 to benchmark selected occupational series.

Data Source: US Department of Health and Human Services via USA Staffing, OPM

Applicant Flow Data as of June 30, 2015

Black and Hispanic applicants’ for vacancies posted in the first three quarters of FY 2015 were selected at higher rates than their comparable NIH workforce percentages.

## SES Applicant Flow Data

A separate analysis was conducted for SES candidates applying through the USAJOBS process. Males had a higher ratio (53.5%) of being selected. Whites had the highest selection rate at 57.1 % followed by Blacks at 25% and Asian/PIs with 7.1%.

Data Source: US Department of Health and Human Services via USA Staffing, OPM

Applicant Flow Data as of June 30, 2015

Data Source: US Department of Health and Human Services via USA Staffing, OPM

Applicant Flow Data as of June 30, 2015

## Title 42 Applicant Pool

NIH also selects employees from pay plans (Title 42) which do not use USAJOBS. NIH is in the process of expanding demographic data collection for all Title 42 vacancies. Currently, NIH collects survey respondent’s demographic data for a specific subset of Title 42 positions; the named Earl B. Statdman tenure-track fellowship positions. It is being used as a model for developing a more encompassing data collection system for all T42 vacancies. From 2013 to 2015 males have increased their overall representation from 68.4% to 71.5%. Black and Asian applicants have shown increases during the same period. White applicants have shown a decrease from 45.1% to 39.3% in the same period.

Data Source: Office of Intramural Research.  
RNO obtained from nVision Human Resources Database.  
Demographic Data downloaded from nVision Human Resources Database: April 1, 2015.  
Note: Some individuals serve in more than one position.  
Includes Foreign Nationals within the Race/Ethnicity category where applicable.

Data Source: Office of Intramural Research.  
RNO obtained from nVision Human Resources Database.  
Demographic Data downloaded from nVision Human Resources Database: April 1, 2015.  
Note: Some individuals serve in more than one position.  
Includes Foreign Nationals within the Race/Ethnicity category where applicable.

# Mission Critical Occupations

EEOC has instructed agencies to analyze mission critical occupations to ensure that there are not groups of people who fail to reach the senior grade levels within these occupations, as well as individuals in an EEO group who are unable to obtain employment in mission critical occupations. For additional information, please see Mission Critical Tables A/B 6, New Hires Tables A/B 7, and Permanent Selections Tables A/B 9.

NIH’s mission critical occupations include: 0601 General Health Science, 0401 General Biological Science, 0610 Nurse, 0602 Medical Officer, and 2210 Information Technology. Certain groups within these mission critical occupations experienced lower than expected participation rates as compared to the Relevant Civilian Labor Force (RCLF, which is derived from the 2010 US Census Data with EEOC’s occupational series crosswalk and guidance): Hispanics, Asians, Whites, AI/AN males, Black males, and males overall. There is no available benchmark for people with targeted disabilities. For those categories where participation rates are below expected levels, additional analysis based the applicant flow from USAJOBS data is provided.

Permanent employees only.  
Permanent is tenure 1 or 2 or pay plan ES or RS.  
Commissioned Corps and Foreign Nationals overseas personnel not included.  
Source: BIIS Tables A6 and A8 as of September 30, 2015.

In the **0601 General Health Science** Job Series, the following patterns were identified:

* **Hispanic males** have below expected participation as compared to the RCLF (1.7% vs. 2.3%).
* **Hispanic females** have below expected participation as compared to the RCLF (1.6% vs. 1.8%).
* **White males** also have above expected participation as compared to the RCLF (28.0% vs. 18.1%).
* **White females** have below expected participation as compared to the RCLF (41.6% vs. 52.6%).
* **Black males** also have above expected participation as compared to the RCLF (1.8% vs. 1.2%).
* **Black females** also have above expected participation as compared to the RCLF (5.6% vs. 1.3%).
* **Asian males** have below expected participation as compared to the RCLF (8.7% as compared to 10.0%).
* **Asian females** were at parity with expected participation as compared to the RCLF (10.6% vs. 10.6%).
* **AI/AN males** have below expected participation as compared to the RCLF (0.2% as compared to 0.6%).
* **AI/AN females** have below expected participation as compared to the RCLF (0.2% as compared to 0.8%).

Permanent employees only.  
Permanent is tenure 1 or 2 or pay plan ES or RS.  
Commissioned Corps and Foreign Nationals overseas personnel not included.  
Source: BIIS Tables A6 and A8 as of September 30, 2015.

In the **0401 General Biological Science** Job Series, the following patterns were identified:

* **Hispanic males** have below expected participation as compared to the RCLF (1.6% as compared to 2.4%.
* **Hispanic females** have below expected participation as compared to the RCLF (1.5% as compared to 2.2%).
* **White males** have below expected participation as compared to the RCLF (26.3% as compared to 44.3%).
* **White females** have below expected participation as compared to the RCLF (26.9% as compared to 39.5%).
* **Black males** were at parity with expected participation as compared to the RCLF (1.4% as compared to 1.4%).
* **Black females** were above expected participation as compared to the RCLF (2.5% as compared to 1.6%).
* **Asian males** were above expected participation as compared to the RCLF (21.0% as compared to 3.2%).
* **Asian females** were above expected participation as compared to the RCLF (18.4% as compared to 4.1%).
* **AI/AN males** were below expected participation as compared to the RCLF (0.3% as compared to 0.5%).
* **AI/AN females** were below expected participation as compared to the RCLF (0.1% as compared to 0.4%).

Permanent employees only.  
Permanent is tenure 1 or 2 or pay plan ES or RS.  
Commissioned Corps and Foreign Nationals overseas personnel not included.  
Source: BIIS Tables A6 and A8 as of September 30, 2015

In the **0610 Nursing** Job Series, the following patterns were identified:

* **Hispanic males** have below expected participation as compared to the RCLF (0.5% as compared to 0.6%).
* **Hispanic females** were above expected participation as compared to the RCLF (2.0% as compared to 3.9%).
* **White males** have below expected participation as compared to the RCLF (4.1% as compared to 6.2%).
* **White females** have below expected participation as compared to the RCLF (55.6% as compared to 72.0%).
* **Black males** were above expected participation as compared to the RCLF (1.7% as compared to 0.8%).
* **Black females** were above expected participation as compared to the RCLF (22.5% as compared to 8.9%).
* **Asian males** were above expected participation as compared to the RCLF (1.3% as compared to 0.8%).
* **Asian females** were above expected participation as compared to the RCLF (12.2% as compared to 5.7%).
* **AI/AN males** have below expected participation as compared to the RCLF (0.0% as compared to 0.1%).
* **AI/AN females** have below expected participation as compared to the CLF (0.6% as compared to 0.7%).

Permanent employees only.  
Permanent is tenure 1 or 2 or pay plan ES or RS.  
Commissioned Corps and Foreign Nationals overseas personnel not included.  
Source: BIIS Tables A6 and A8 as of September 30, 2015.

In the **0602 Medical Officer** Job Series, the following patterns were identified:

* **Hispanic Males** have below expected participation as compared to the RCLF (1.6% as compared to 3.6%).
* **Hispanic females** have below expected participation as compared to the RCLF (1.2% as compared to 1.8%).
* **White males** have below expected participation as compared to the RCLF (44.3% as compared to 51.5%).
* **White females** also have above expected participation as compared to the RCLF (25.8% as compared to 21.0%).
* **Black males** have below expected participation as compared to the CLF (1.7% as compared to 2.5%).
* **Black females** also have above expected participation as compared to the RCLF (3.6% as compared to 2.3%).
* **Asian males** have above expected participation as compared to the RCLF (11.0% as compared to 9.9%).
* **Asian females** have above expected participation as compared to the RCLF (10.8% as compared to 6.4%).
* **AI/AN males** have below expected participation as compared to the CLF (0.0% as compared to 0.2%).
* **AI/AN females** were at parity with expected participation as compared to the CLF (0.1% as compared to 0.1%).

Permanent employees only.  
Permanent is tenure 1 or 2 or pay plan ES or RS.  
Commissioned Corps and Foreign Nationals overseas personnel not included.  
Source: BIIS Tables A6 and A8 as of September 30, 2015.

In the **2210 Information Technology** Job Series, the following patterns were identified:

* **Hispanic Males** have below expected participation as compared to the RCLF (3.6% as compared to 5.4%); new hires were also below expected rates (1.9% as compared to 5.4%).
* **Hispanic females** have below expected participation as compared to the RCLF (1.3% as compared to 2.2%)
* **White males** have below expected participation as compared to the RCLF (37.8% as compared to 52.2%).
* **White females** have below expected participation as compared to the RCLF (17.9% vs. 20.9%).
* **Black males** also have above expected participation as compared to RCLF (10.7% vs. 6.6%).
* **Black females** also have above expected participation as compared to RCLF (6.8% vs. 4.5%).
* **Asian males** also have above expected participation as compared to RCLF (12.7% vs. 5.1%).
* **Asian females** also have above expected participation as compared to RCLF (8.3% vs. 1.6%).
* **AI/AN females** have below expected participation as compared to the RCLF (0.0% as compared to 0.3%).

**Scientific Investigator Workforce**

Data Source: Office of Intramural Research.

RNO obtained from nVision Human Resources Database.

Demographic Data downloaded from nVision Human Resources Database: April 1, 2015.

Note: Some individuals serve in more than one position.

Includes Foreign Nationals within the Race/Ethnicity category where applicable.

NSF Benchmark Data Source: *Women, Minorities, and People with Disabilities Report, “*Table 9-26”, ‘S&E occupations’: Science Engineering and Health Doctorate Holders employed in universities and 4-year colleges by broad occupation, sex, race, ethnicity, and tenure status.  Data for 2013, downloaded January 2015.

Data Source: Office of Intramural Research.

RNO obtained from nVision Human Resources Database.

Demographic Data downloaded from nVision Human Resources Database: April 1, 2015.

Includes Foreign Nationals within the Race/Ethnicity category where applicable.

NSF Benchmark Data Source: *Women, Minorities, and People with Disabilities Report, “*Table 9-26”, ‘S&E occupations’: Science Engineering and Health Doctorate Holders employed in universities and 4-year colleges by broad occupation, sex, race, ethnicity, and tenure status.  Data for 2013, downloaded January 2015.

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NSF Benchmark Data Source: *Women, Minorities, and People with Disabilities Report, “*Table 9-26”, ‘S&E occupations’: Science Engineering and Health Doctorate Holders employed in universities and 4-year colleges by broad occupation, sex, race, ethnicity, and tenure status.  Data for 2013, downloaded January 2015.

**Participation Rates for NIH Lab and Branch Chiefs**

Lab and Branch Chief Workforce.

Data Source: Office of Intramural Research.

RNO obtained from nVision Human Resources Database.

Demographic Data downloaded from nVision Human Resources Database: July 25, 2015.

Includes Foreign Nationals within the Race/Ethnicity category where applicable.

Lab and Branch Chief Workforce.

Data Source: Office of Intramural Research.

RNO obtained from nVision Human Resources Database.

Demographic Data downloaded from nVision Human Resources Database: July 25, 2015.

Note: Some individuals serve in more than one position.