# 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, 2016, and downloaded November 21, 2016. 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 2016, NIH’s total workforce population (permanent and temporary) included 17,983 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, 2016, 2015; 2014; 2013, 2012, and 2011

NIH’s overall workforce decreased between FY 2011 and 2015 from 18,651 to 17,885 employees. Whereas in FY 2016, the downward trend changed and the workforce increased to 17,983. This excludes Commission Corps (CC), and Advisory Council (EI) employees.

In FY 2016, we saw also an increase in the representation of females (from 10,414 in FY 2015 to 10,500 in FY 2016). Of the total population, 41.6 % (7,483) were males, and 58.4 % (10,500) females. In comparison to the CLF, the representation of males at NIH is less than expected, while the representation of females is greater than expected.

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, 2016

The overall representation of NIH employees by race has remained relatively constant over the last five years. Compared to the CLF, the representation of White, Hispanic and AI/AN employees is less than expected, while the representation of Black and Asian/PI employees is greater than expected.

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, 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 A1 as of September 30, 2016

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

## Permanent

The number of women in the total permanent workforce is 63.5% (8,655) as compared to the CLF index of 48.1%. Men are represented in the total permanent workforce at 36.5% (4,977), and for the third 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% (2,506) is greater than for women 42.4% (1,845).

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, 2016

# 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 14.4% at the end of FY 2015. NIH’s participation rate of people with disabilities is less than expected at 7.1% (1,278) in FY 2016.

Representation of employees by disability status remained relatively constant over the last four year period. In FY 2016 workforce numbers for people with disabilities included: No Disability 89.4%, Reportable Disability 7.1%, Targeted Disability 1.3%, Not Identified 3.5%. 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. As of the fourth quarter of 2016, 1.5% of the permanent workforce had a targeted disability.

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, 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, 2013, 2014, 2015, and 2016

The representation of people with reportable disabilities declined from 8.3% to 7.1% over a four year period from FY 2013 to FY 2016; representing a loss of 18 people. The representation of People with Targeted Disabilities has increased from 1.0% to 1.3% from FY 2009 to 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, 2009 - 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, 2016

The data reflects a net gain of people with disabilities and people with targeted disabilities from the previous year (FY 2015). Persons who elected not to identify their disability status increased by 10.3 %. Employees with targeted disabilities increased by 3.7%. Employees with reportable disabilities increased by 1.4%.

# New Hires and Separations

An analysis of hires and separations was conducted to determine the existence of 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, 2013 - 2016

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

New hires in the Black group increased from 19.9% in FY 2013 to 21.9% in FY 2016; a net gain of 0.8%. Conversely, between FY 2013 and FY 2016, new hires in the Hispanic group decreased from 3.8% in FY 2013 to 3.6% in FY 2016, a loss of 1.5%. Also, between FY 2013 and FY 2016, the new hires rate for Whites decreased by 1.3%.

## 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, 2016

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 48.1%. The hiring rates for women increased from 60.5% in FY 2013 to 66.4% in FY 2016. The hiring rate in FY 2016 (66.4%) 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 33.6% in FY 2016. The rate for new hires of permanent males is less than expected in comparison to the overall male CLF benchmark of 51.9%.

## New Hires and Separations 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 in FY 2016 at NIH of 7.9% (131). The graph below depicts that new hires of people with reportable disabilities (PWD) increased from 5.2% in FY 2013 to 7.9% in FY 2016 over a four year period. Another indicator was that the new hire rate of people with targeted disabilities (PWTD) has increased from 0.5% in FY 2013 to 1.5% in FY 2016. However, 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, 2013 - 2016.  
New Hires are NOA codes 100 thru 199, including new to HHS, and excluding those new to unit via Promotions or Conversions.

A larger percentage of individuals with reportable disabilities left the workforce than came aboard during this timeframe. In contrast, a larger percentage of new hires with targeted disabilities came aboard than those who left during this timeframe.

The representation of new hires with reportable disabilities increased between FY 2013 & 2016, however, the separation rates exceeded the new hire rates every year resulting in the continuation of lower than expected representation of people with disabilities in the NIH workforce.

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.

# 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, 2013 – 2016.  
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.

## 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, 2013 - 2016.  
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 four year period from FY 2013 to FY 2016, NIH experienced a decrease in the percentage of separations for Hispanic males, White males, and Black females. Hispanic male permanent workers separated at a rate of 1.7% in FY 2013, and at a rate of 1.0% in FY 2016. White male separations in the permanent workforce decreased from FY 2013 (26.4%) to FY 2016 (23.7%), and Black females separations decreased from FY 2013 to FY 2016 (from 17.2% to 16.0%), although Black male separations increased from FY 2013 to FY 2016 (from 7.8% to 8.5%), as well as Asian female separations increased from 4.6% to 5.2% during this same time period.

# 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 2016 (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 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 2016 (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:   * In Comparison to the overall male CLF benchmark of 51.9%; * 41.6% of the total NIH workforce * 36.5% of the NIH permanent total workforce, and * 57.6% of the NIH temporary workforce | * Males have lower than expected participation in GS 13 (32.5%) as compared to the total NIH workforce. * Permanent internal senior level selections for males are lower than expected for GS 13, GS 14 (29.8% and 36.6% respectively) in comparison to their overall participation rate. SES was lower than expected (33.3%) respectively in comparison to their overall participation rate of 41.6%. * Males have lower than expected participation in the permanent Other Officials and Managers (non-supervisory) category (26.5%) in comparison to their overall participation rate of 41.6%. * Males received 36.5 % of all awards (cash awards, time off awards, and Quality Step Increases) distributed, which is lower than expected to their participation in the total NIH workforce (41.6%). |
| Females:   * In comparison to the overall female CLF benchmark of 48.1%; * 58.4% of the total NIH workforce * 63.5% of the NIH permanent total workforce, and * 42.4% of the NIH temporary total workforce | * Female participation at GS 14 (59.4%) is lower than the feeder pool of the GS 13 group (67.6%). * Females have lower than expected participation in the GS 15, and RS pay plans (52.9%, and 16.4% respectively) in comparison to their overall participation rate of 58.4%. * Permanent internal senior level selections for females are higher than expected for GS 15 (68.6%) and SES (66.7%) in comparison to their overall participation rate of 58.4%. * Females have higher than expected representation in Executive/Senior Level positions, and Mid-Level Supervisory (GS 13) positions (52.1% and 61.2% respectively) in comparison to their overall participation rate of 58.4%. * Females received 63.5 % of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is higher than their participation in the total NIH workforce (58.4%). |
| Hispanic males   * In comparison to the overall Hispanic male CLF benchmark of 5.2%; * 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, RS, and AD pay plans (0.0%, 0.0%, and 0.0% respectively). * Permanent internal senior level selections for Hispanic males are lower than expected for GS 13, GS 14, GS 15, and SES (1.1%, 0.5%, 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 (1.5%) in comparison to their total overall participation rate of 1.4%. Mid-level (GS 13 and 14) managers (1.2%), 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 1.2% of all awards distributed (cash awards, time off awards, and Quality Step Increases) which is less than their participation in the total NIH workforce (1.4%). |
| Hispanic females:   * In comparison to the overall Hispanic female CLF benchmark of 4.8%; * 1.8% in the total NIH workforce, * 1.9% in the permanent NIH workforce, and * 1.5% in the temporary NIH workforce | * Participation at GS 14 (1.6%) is lower than the feeder pool of the GS 13 group (2.1%). * Hispanic females have lower than expected participation in GS 14 (1.6%), GS 15 (1.5%), SES (0.0%), and AD (0.0%) pay plans in comparison to their total overall participation rate of 1.8%. * Permanent internal senior level selections for Hispanic females do not have a participation at SES (0.0%). The GS 15 (0.0%) rate is lower than expected in comparison to their overall participation rate of 1.8%. * Hispanic females have higher than expected participation in Other Officials and Managers (non-supervisory) (2.7%). Mid-Level (GS 13 and 14) managers (1.9%), and First Level (GS 12 and below) managers (0.0%) have less than expected participation in comparison to their overall ratio of 1.8%. * Hispanic females received 1.9% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (1.8%). |
| AI/AN males:   * In comparison to the overall AI/AN male CLF benchmark of 0.6%; * 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 (0.4%). * 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 14, 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 SES (0.0%), and GS 15 (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:   * In comparison to the overall AI/AN female CLF benchmark of 0.5%; * 0.3% in the total NIH workforce, * 0.4% in the permanent NIH workforce, and * 0.0% 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 (0.3%). * Permanent internal senior level selections for AI/AN females have no participation rates for GS 14, 15 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%), and First level (GS 12 and below) managers (0.0%) in comparison to their overall participation rate (0.3%). However, Mid-level (GS 13 and 14) managers (0.4%) have higher than expected participation in compared to the 0.3% participation rate. * AI/AN females received a total of 0.4% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is higher than their participation in the total NIH workforce (0.3%). |
| Black males:   * In comparison to the overall Black male CLF benchmark of 5.5%; * 6.1% in the total NIH workforce, * 7.3% in the permanent NIH workforce, and * 2.2% in the temporary NIH workforce | * Participation at GS 13 (5.1%) is lower than the feeder pool of the GS 12 group (6.3%). * Black males have lower than expected participation in GS 13 (5.1%), GS 14 (3.5%), GS 15 (2.5%), RS (0.0%), and AD (0.0%) 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 14, and 15 ( 5.6%, and 5.8% 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 (3.1%) in comparison to their overall participation rate (6.1%). * Black males received 7.3% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (6.1%). |
| Black females:   * In comparison to the overall Black female CLF benchmark of 6.5%; * 14.3% in the total NIH workforce, * 17.3% in the permanent workforce, and * 4.6% in the temporary NIH workforce | * Participation at GS 13 (15.5%) is lower than the feeder pool of the GS 12 group (19.7%). * Black females have lower than expected participation in permanent GS 14 (8.4%), GS 15 (5.3%), SES (9.0%), RS (0.0%), and AD (0.0%) pay plans in comparison to their overall participation rate (14.3%). * Permanent internal senior level selections for Black females are lower than expected for GS 15 and SES (10.5%, and 0.0% respectively) in comparison to their overall participation rate (14.3%). * Black females have lower than expected participation in the Executive/Senior level (SES and GS 15) (7.2%) in comparison to their overall participation rate (14.2%). Mid-level, First Level, and Other Managers all have higher than expected ratios (15.9%, 19.5% and 30.0% respectively) in comparison to their overall participation rate (14.3%). * Black females received 17.3% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (17.3%). |
| Asian males:   * In comparison to the overall Asian male CLF benchmark of 2.0%; * 8.3% in the total NIH workforce, * 5.3% in the permanent NIH workforce, and * 17.8% in the temporary NIH workforce | * Participation at GS 13 (4.7%) is lower than the feeder pool of the GS 12 group (5.6%). * Asian males have lower than expected participation in the permanent GS 13 (4.7%), GS 14 (7.9%), GS 15 (6.4%), and the SES (4.6%) pay plans in comparison to their overall participation rate (8.3%). * Permanent internal senior level selections for Asian males are lower than expected for GS 13, 15, and SES (4.2%, 1.2% and 0.0% respectively) in comparison to their overall participation rate (8.3%). * Asian males have lower than expected participation in the Mid-level (GS 13 and GS 14) managers (3.7%), First-line (GS 12 and below) managers (1.6%), and Other Officials and Managers (non-supervisor) (1.8%) categories in comparison to their overall participation rate (8.3%). * Asian males received 5.3 % of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is lower than their participation in the total NIH workforce (8.3%). |
| Asian females:   * In comparison to the overall Asian female CLF benchmark of 1.9%; * 9.8% in the total NIH workforce, * 9.1% in the permanent NIH workforce, and * 12.0% in the temporary NIH workforce | * Participation at GS 13 (9.5%) 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 (9.5%), GS 14 (9.2%), GS 15 (6.5%), SES (2.3%), and RS (5.5%) pay plans in comparison to their overall participation rate (9.8%). * Permanent internal senior level selections for Asian females are lower than expected for GS 14 and SES (8.6% and 0.0%, respectively) in comparison to their overall participation rate (9.8%). * Asian females have lower than expected participation in all manager categories, including Executive/Senior (SES and GS 15) managers (4.8%), Mid-level (GS 13 and 14) managers (2.5%), First Line (GS 12 and below) managers (1.6%) and Other Officials and Managers (non-supervisory) 5.5% in comparison to their overall participation rate (9.8%). * Asian females received 9.1% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is lower than their participation in the NIH total workforce (9.8%). |
| White males:   * In comparison to the overall White male CLF benchmark of 38.3%. * 25.7% in the total NIH workforce, * 22.5% in the permanent NIH workforce, and * 35.7% in the temporary NIH workforce | * Participation at SES (31.8%) is lower than the feeder pool of the GS 15 group (36.2%). * White males have lower than expected participation in the GS 13 (20.9%) pay plan. * Permanent internal senior level selections for White males are lower than expected for GS 13, and 14 (15.8% and 24.8% respectively) in comparison to their overall participation rate (25.6%). * White males have lower than expected participation in the Other Officials and Managers (non-supervisory) manager category (14.4%) in comparison to their overall participation rate (25.6%). * White males received 22.4% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is lower than their participation in the total NIH workforce (25.6%). |
| White females:   * In comparison to the overall White female CLF benchmark of 34.0%; * 32.2% in the total NIH workforce, * 34.8% in the NIH permanent total workforce, and * 24.2% in the temporary NIH workforce | * Participation at GS 15 (39.6%) is lower than the feeder pool of the GS 14 group (39.9%). * White females have higher than expected participation in the AD pay plan (50.0%) respectively in comparison to their overall participation rate (32.2%). * White females have higher than expected participation in the Executive/Senior (SES and GS 15) managers (40.0%), and First-level supervisory (GS 12 and below) category (16.3%) in comparison to their overall participation rate (32.2%). * White females received 34.8% 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 (32.2%). |
| People with disabilities (PWD):   * In comparison to the overall Federal Goal of 2.0%, and the HHS Goal of 2.5% in the permanent workforce; * 7.1% in the total NIH workforce, * 8.3 % in the permanent NIH workforce, and * 3.5% in the temporary NIH workforce | * Participation of employees with disabilities at GS 15 is lower than the feeder pool of the GS 14 group (5.6% as compared to 7.1%). * People with disabilities have lower than expected participation in GS 15 (5.6%), SES (6.8%), RS (3.6%), and in AD pay plans (0.0%). * Internal senior level selections for people with disabilities are lower than expected, GS 13 (4.9%), GS 14 (5.6%), and GS 15 (5.8%) as compared to their participation in the total NIH workforce (7.1%). * People with reportable disabilities received 8.3% of all total awards (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (7.1%). |
| People with targeted disabilities (PWTD):   * In comparison to the overall Federal Goal of 2.0%, and the HHS Goal of 2.5% in the permanent workforce; * 1.3% participation in the total NIH workforce, * 1.5% in the NIH permanent total workforce. * 0.5% in the NIH temporary workforce | * Participation of people with targeted disabilities at GS 13 (0.8%) is lower than the feeder pool of the GS 12 group (1.2%). * People with targeted disabilities have lower than expected participation in GS 10, GS 13, GS 14, GS 15, SES, and AD pay plans (0.0%, 0.8%, 0.7%, 0.6%, 0.0% and 0.0%, respectively) than their overall participation rate of 1.3%. * Internal senior level selections for people with targeted disabilities did not have any selections at the SES level. GS 13 (0.8%), and GS 14 (1.0%) is less than expected and GS 15 is comparable (1.2%) 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 (0.4%), Mid-level (GS 13 and 14) managers (0.8%), and GS 12 and below managers (0.8%) when compared to their overall participation rate of 1.3%. * People with targeted disabilities received 1.5% of all awards distributed (cash awards, time off awards, and Quality Step Increases), which is comparable to their participation in the total NIH workforce (1.3%). |

## 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 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 2016 (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 2016 (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. FY2016 (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 2016 (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 2016 (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 2016 (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 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 2016 (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 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 2016 (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 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 2016 (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 across the GS pay scale in grades between GS-2 and GS-15 ranging between 94.1% to 5.6% participation, with the largest participation at the GS-2 to GS-9 levels (between 94.1% and 11.7%). At the SES and RS pay plan levels range between 6.8% and 3.6% participation.

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 2016 (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-9 pay plans, ranging between 2.4% to 23.5% participation. There are no PWTD n the GS-10 level. Between GS-11 and GS-15, PWTD’s ranges between 1.6% to 0.6% participation. The highest representation of PWTD is at G-2 with 23.5%.

Commissioned Corps and foreign nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan 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 2016 (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, Pay Plans 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 Pay Plan 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 2016 (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, Pay Plans 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.

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Commissioned Corps and foreign nationals overseas are not included. Permanent employees only. Permanent is tenure 1 or 2 or Pay Plan 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 2016 (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, Pay Plans 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 Pay Plan 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 2016 (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, Pay Plans 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 Pay Plan 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 2016 (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, Pay Plans 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 Pay Plan 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 2016 (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, Pay Plans 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 USA Staffing. Analysis was conducted on vacancy announcements with audited certificates. 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 USA Staffing 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, preliminary 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.

Analyses now includes applicant demographics such as race/ethnicity, sex, disability status, claimed veterans preference, 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:

## USAStaffing Applicant Flow Data

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Table A1; US Bureau of Labor and Statistics.  
Applicant Data and NIH Workforce Data as of September 30, 2016.

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. .

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Table A1; US Bureau of Labor and Statistics.  
Applicant Data and NIH Workforce Data as of September 30, 2016.

Black, Hispanic, and American Indian or Alaska Native applicants, for vacancies audited in FY 2016, were selected at higher rates than their comparable NIH workforce percentages.

## Applicant Flow by Mission Critical Occupations

Additional analysis was conducted on NIH’s most populous occupational series by sex and by race/ethnicity, compared to its respective onboard population at the NIH and to the occupational CLF as benchmarks.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

The graph above depicts:

* The selections of White General Health Scientists at NIH closely approximates their representation in the RCLF.
* The selections of Black General Health Scientists at NIH is more than three times their representation in the RCLF.
* While the selections of Hispanic Health Scientist Administrators increased during this three year period, it is still less than expected in comparison to the RCLF.
* Modest increases were made in the selections of Asian/PI HSAs; however, selections remains less than expected.
* The selections of AI/AN General Health Scientists at NIH is less than expected.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

The selections of White Biological Scientists declined between FY 2013 & FY 2016 and is less than expected when compared to the RCLF. The selections of Black and Asian/PI Biological Scientists at NIH exceeds their representation in the CLF, and the selections of Hispanic and AI/AN Biological Scientists at NIH is also less than expected when compared to their representation in the CLF.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Selections of medical officers at NIH for Whites, Blacks, Hispanics, and American Indian/Alaska Natives was zero, which is lower than expected when compared to their representation in the RCLF. 100% of the NIH applicants selected for the Medical Officer series were Asians.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

The selections of White Miscellaneous Administration and Program applicants declined between FY 2013 & FY 2016 and is less than expected when compared to the RCLF. The selection of Black Miscellaneous Administration and Program series at NIH exceeds their representation in the CLF. The selection of Asian/PI, Hispanic, and AI/AN applicants to the Miscellaneous Administration and Program series at NIH is also less than expected when compared to their representation in the CLF.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

Data Sources: USAStaffing COGNOS, US Office of Personnel Management; BIIS Tables A6 - Permanent and Temporary combined; US Bureau of Labor and Statistics. Applicant Data and NIH Workforce Data as of September 30, 2016.

The selection of White and AI/AN nurses at NIH is less than expected when compared to the RCLF.

## SES Applicant Flow Data

While SES vacancies are not currently included in the USA Staffing applicant flow we survey applicants for these positions. This survey is done in partnership with the Office of Human Resources. In fiscal year 2016, we surveyed 227 applicants from 4 vacancies. We received responses from 117 respondents. This is a 42.2% response rate. Males represented 53.0% of the survey respondents. By race/ethnicity, whites comprised 49.6% of the respondents, followed by Blacks at 28.2% and Asian/Pacific Islander at 6.9%. 4.3% of the respondents did not respond to the questions on either race/ ethnicity or gender.

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

Applicant Flow Data as of September 30, 2016

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

Applicant Flow Data as of September 30, 2016

## Earl B. Statdman Tenure-Track Investigators

These tenure track investigators are a subset of the Title 42 population. Earl Stadtman program serves as a prototypic example of how the NIH is beginning to develop applicant systems to capture the representational diversity of its non USA Staffing applicants (Title 42). The chart below depicts a three year trends of applicants. There is an increase in the number of respondents that identified as Hispanic from 2013 - 2016. This may indicate success in targeted efforts to recruit for a more diverse applicant pool. Additional data is being collected to track how groups by race/ethnicity and sex through to selections and hires.

Data Source: Office of Intramural Research.  
RNO obtained from nVision Human Resources Database.  
Demographic Data downloaded from nVision Human Resources Database: November 17, 2016.  
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: November 17, 2016.  
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, 2016.

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

* **Hispanic males** have below expected participation as compared to the RCLF (1.5% vs. 2.3%).
* **Hispanic females** were at parity with expected participation as compared to the RCLF (1.8% vs. 1.8%).
* **White males** also have above expected participation as compared to the RCLF (26.4% vs. 18.1%).
* **White females** have below expected participation as compared to the RCLF (42.3% vs. 52.6%).
* **Black males** also have above expected participation as compared to the RCLF (2.0% vs. 1.2%).
* **Black females** also have above expected participation as compared to the RCLF (6.6% vs. 1.3%).
* **Asian males** have below expected participation as compared to the RCLF (8.3% as compared to 10.0%).
* **Asian females** were at parity with expected participation as compared to the RCLF (10.9% 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, 2016.

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

* **Hispanic males** have below expected participation as compared to the RCLF (1.1% as compared to 2.4%.
* **Hispanic females** have below expected participation as compared to the RCLF (1.4% as compared to 2.2%).
* **White males** have below expected participation as compared to the RCLF (22.4% as compared to 44.3%).
* **White females** have below expected participation as compared to the RCLF (31.7% as compared to 39.5%).
* **Black males** were above expected participation as compared to the RCLF (2.2% as compared to 1.4%).
* **Black females** were above expected participation as compared to the RCLF (5.2% as compared to 1.6%).
* **Asian males** were above expected participation as compared to the RCLF (12.8% as compared to 3.2%).
* **Asian females** were above expected participation as compared to the RCLF (23.0% 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 (0.0% 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, 2016.

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

* **Hispanic males** have parity as compared to the RCLF (0.6% as compared to 0.6%).
* **Hispanic females** were below expected participation as compared to the RCLF (2.1% as compared to 3.9%).
* **White males** have below expected participation as compared to the RCLF (4.6% as compared to 6.2%).
* **White females** have below expected participation as compared to the RCLF (56.3% as compared to 72.0%).
* **Black males** were above expected participation as compared to the RCLF (1.4% as compared to 0.8%).
* **Black females** were above expected participation as compared to the RCLF (20.4% 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 (12.8% 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** were at parity with expected participation as compared to the CLF (0.7% 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, 2016.

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

* **Hispanic Males** have below expected participation as compared to the RCLF (0.9% as compared to 3.6%).
* **Hispanic females** have below expected participation as compared to the RCLF (0.9% as compared to 1.8%).
* **White males** have below expected participation as compared to the RCLF (39.6% as compared to 51.5%).
* **White females** also have above expected participation as compared to the RCLF (34.8% as compared to 21.0%).
* **Black males** have below expected participation as compared to the CLF (1.8% as compared to 2.5%).
* **Black females** also have above expected participation as compared to the RCLF (5.8% as compared to 2.3%).
* **Asian males** have below expected participation as compared to the RCLF (8.8% as compared to 9.9%).
* **Asian females** have above expected participation as compared to the RCLF (7.0% 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 (0.3% 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, 2016.

In the **0301 Miscellaneous Administrative/Program** Job Series, the following patterns were identified:

* **Hispanic Males** have below expected participation as compared to the RCLF (0.6% as compared to 2.9%).
* **Hispanic females** have below expected participation as compared to the RCLF (3.2% as compared to 5.9%)
* **White males** have below expected participation as compared to the RCLF (12.8% as compared to 27.1%).
* **White females** have below expected participation as compared to the RCLF (37.5% vs. 43.8%).
* **Black males** also have above expected participation as compared to RCLF (6.9% vs. 3.6%).
* **Black females** also have above expected participation as compared to RCLF (32.8% vs. 8.9%).
* **Asian males** also have below expected participation as compared to RCLF (1.1% vs. 2.6%).
* **Asian females** also have above expected participation as compared to RCLF (4.3% vs.3.6%).
* **AI/AN males** have above expected participation as compared to the RCLF (0.2% as compared to 0.0%).
* **AI/AN females** have above expected participation as compared to the RCLF (0.7% vs. 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: October 1, 2016.

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: October 1, 2016.

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.

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

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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.

RNO obtained from nVision Human Resources Database.

Demographic Data downloaded from nVision Human Resources Database: October 1, 2016.

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.

**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: September 26, 2016.

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: September 26, 2016.

Note: Some individuals serve in more than one position.

# Summary of NIH Training Analysis

\*Excludes Commission Corp (CC), Advisory Council (EI), and Contractors

As of 4th Quarter for FY 2016, the bar graph indicates that 8,987 NIH employees completed EEO trainings offered by EDI out of the 17,983 employees that make up the NIH workforce. All the trainings are facilitated by staff members of EDI and indicated on our website at: http://edi.nih.gov/training/upcoming-training. NIH employees are directed to the Learning Management System (LMS) to register for any of the trainings. Alternatively, an IC may request group training by contacting the email provided: edi.training@nih.gov.

A total of 5,000 NIH employees have completed the No Fear Act Training, and a total of 3,000 completed the Sexual Harassment Prevention Training as of 4th Quarter for FY 2016.

We are still not 100% fully compliant with HHS and EEOC mandatory training requirements for the entire NIH workforce. EDI has implemented a new tool kit and policy which will hope to engage overall compliance. EDI has provided a briefing that satisfies both the NoFEAR Act and the Sexual Harassment Prevention Trainings at the New Employee Orientations held every other Monday. EDI will be working closely with the training coordinators within each IC and providing them with their completion rates and encouraging them to remind those who have not taken the training that they should. EDI is also in the process of ensuring the completion of the mandatory trainings by NIH employees with the implementation of a Login (Active Directory) suspension for those that fail to complete the training within the required timeframe. Similar to the Annual Information Security and Privacy Awareness Training, individuals who fail to complete No FEAR and POSH courses, will have their NIH Login account disabled until they complete the training. With Dr. Collin’s support, EDI and CIT are working closely to ensure that this initiative be implemented in the near future. With all of these changes we feel confident that we will meet the compliance goals for these trainings in the next fiscal year.