

OCT 27 2011

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Washington, DC
20250

SUBJECT: APHIS FY 2011 EEO State of the Agency Report

TO: Dr. Joe Leonard, Jr.
Assistant Secretary for Civil Rights

Enclosed is the Animal and Plant Health Inspection Service's 2011 EEO State of the Agency Report. The report includes an assessment of the agency's performance in each of the six elements of the Model EEO Program, as well as a report on the progress of the agency in completing actions proposed in the APHIS FY 2010 EEO Program Status Report.

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



Myra P. Young, Director
Civil Rights Enforcement and Compliance

cc: Geraldine Herring

Enclosure

EEOC FORM 715-01

EEO Program Status Report

Section 1 - APHIS Organization Chart and Civil Rights Policy Statements

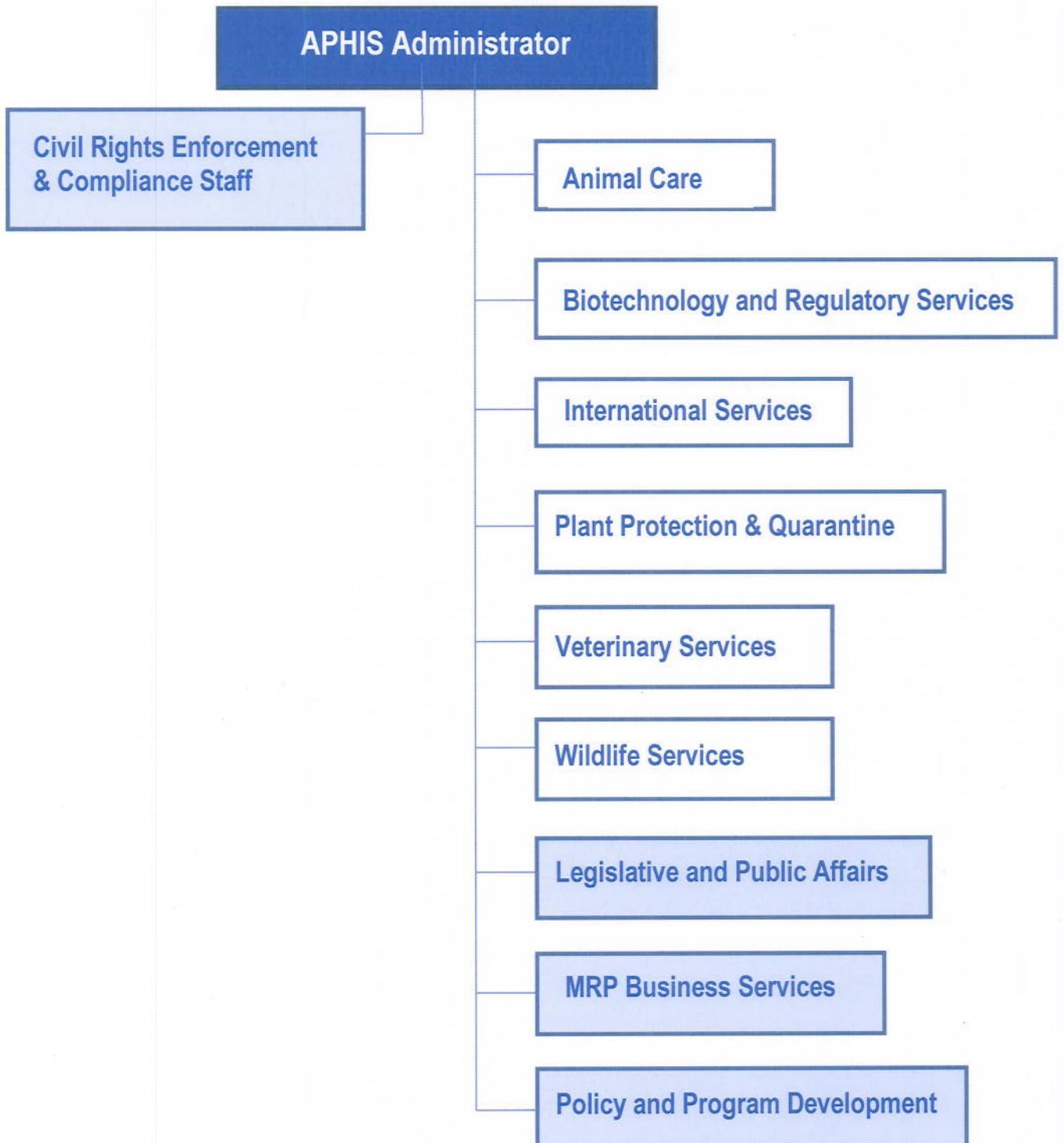
Section 2 - Parts A – J

- Part A – Agency's Identifying Information
- Part B – Total Employment
- Part C – Agency Officials Responsible for Oversight of EEO Programs
- Part D – List of Subordinate Components Covered in this report
- Part E – Executive Summary
- Part F – Certification of Establishment of Continuing Equal Employment Opportunity Programs
- Part G – Self-Assessment Checklist
- Part H – EEO Plan to Attain the Essential Elements of a model EEO Program
- Part I – EEO Plan to Eliminate Identified Barriers and FY 2008 List of Accomplishments
- Part J – Special Program for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities

Section 3 – Tables A and B

A Tables – Total Employment

B Tables – Individuals with Disabilities Employment





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Health Inspection
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Animal and Plant Health Inspection Service (APHIS) Civil Rights Policy Statement

The Animal and Plant Health Inspection Service (APHIS) mission is to protect and promote U.S. agricultural health. As the APHIS Administrator, I am committed to providing a discrimination-free workplace which enables our employees to effectively fulfill our mission. This commitment also extends to providing discrimination-free programs and activities to the public. Our collective efforts will ensure that we continue to maintain a diverse workforce; respect the civil rights of all employees, job applicants, clients and customers; and provide equal opportunity for all.

APHIS prohibits discrimination based on race, color, religion, national origin, age, sex, disability, reprisal, sexual orientation, gender identity and/or expression, marital, parental or familial status, political beliefs, protected genetic information, or receipt of public assistance will not be tolerated. Our goal is to make civil rights an essential and integral part of every program, service, and activity. The APHIS management team and I share the Secretary's vision for cultural transformation and zero tolerance of any discrimination, harassment, or reprisal. We also strongly support the Secretary's civil rights, equal employment, and diversity policies and goals. We also

With the cooperation of all APHIS employees, we can reach our goal of having a model EEO program. Together we can create an atmosphere that fosters respect for everyone and in so doing, create an inclusive and diverse workforce where every individual is treated with dignity and respect. Through achieving the agency's equal opportunity objectives, we will also enhance our ability to accomplish our mission. Strong commitment from every APHIS employee is needed to continue to protect civil rights and achieve equal employment opportunity. I expect each employee to adhere to this policy. Senior executives, program managers and supervisors share with me the responsibility for continued enforcement and promotion of equal opportunity in all Agency activities. All APHIS employees are responsible for implementing the agency's equal employment opportunity (EEO) policy in their daily actions, conduct, and decisions. Performance standards should contain a Civil Rights/EEO element to ensure accountability.

This Civil Rights Policy Statement must be posted in all work areas to ensure that the APHIS workforce is aware of and promotes its civil rights responsibilities, and to provide notice to the public of our commitment to civil rights. This policy statement is also posted on the Civil Rights Enforcement and Compliance website at www.aphis.usda.gov/civil_rights.

JUN 22 2011

Gregory Parham
Administrator



Safeguarding American Agriculture

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

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



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Animal and Plant Health Inspection Service (APHIS)
Anti-Harassment Policy Statement

APHIS is committed to preventing and eliminating all types of workplace harassment based upon race, religion, color, sex, age, national origin, disability, reprisal, sexual orientation, gender identity and/or expression, marital, parental or familial status, protected genetic information, or receipt of public assistance. USDA's Cultural Transformation initiative is a call to action to transform our policy into practice as we create a workplace where all employees are treated with dignity and respect. Creating this inclusive workplace culture is the responsibility of each and every APHIS employee. Any actions that are contrary to the mission, vision, and shared values of the Agency are unacceptable.

Bullying or harassment may occur as distinct incidents or can be comprised of multiple events over a period of time that establishes a pattern and creates a hostile work environment. Harassment is defined as unwelcome conduct (whether verbal, physical, psychological, or visual) that denigrates or shows hostility or aversion towards an individual based on that individual's protected status. Offensive conduct includes—but is not limited to—slurs, epithets, name-calling, physical assault, threats, intimidation, insults, written or verbal comments, or graphic materials that are offensive to or show hostility toward an individual or group. Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature. Harassment (sexual or nonsexual) violates the law where such conduct is a condition of a person's job, is used for employment decisions, creates an intimidating, hostile or offensive environment, or interferes with the performance of an employee's duties. Even short of that standard, at APHIS, harassment in any form is unacceptable and will not be tolerated.

I strongly encourage employees who experience harassment to report the matter as soon as possible. I assure you that employees who bring complaints of harassment or provide information related to such complaints will be protected from retaliation. Employees seeking relief from harassment based on a protected status must contact the Civil Rights Enforcement and Compliance Alternative Dispute Resolution Center (1-800-342-7231) within 45 calendar days of an alleged incident. All other allegations of harassment should be reported to supervisors, managers, or the Workplace Violence Prevention and Response Hotline (1-866-234-3174). Let me further assure you that, to the extent possible, APHIS will protect the confidentiality of harassment complaints. Section 301 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (the No Fear Act) requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees, and applicants for employment under 29 C.F.R. Part 1614. To view that data please visit the No Fear Act website at www.eeoc.gov/eeoc/statistics/nofear.

APHIS is committed to taking immediate action upon learning of possible harassment, even if the involved individual does not pursue a complaint. We will take all necessary steps to ensure that the matter is promptly and impartially investigated and addressed before the situation becomes severe or pervasive. I also expect APHIS management officials to be fully aware of the Agency's responsibilities as specified in the Equal Employment Opportunity Commission's enforcement guidance documents (posted at www.eeoc.gov). In view of our equal employment opportunity obligations and our commitment to Cultural Transformation, APHIS managers should act proactively to prevent harassment and take immediate and appropriate corrective actions when problems occur to prevent further issues.

This policy statement must be posted and disseminated to all employees. This policy statement is also posted on the CREC website at www.aphis.usda.gov/civil_rights.

Gregory L. Parham
Administrator

JUL - 5 2011

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



Safeguarding American Agriculture
APHIS is an agency of USDA's Marketing and Regulatory Program
An Equal Opportunity Provider and Employer

For period covering October 1, 2010, to September 30, 2011.

PART A Department or Agency Identifying Information	1. Agency		1. United States Department of Agriculture	
	1.a. 2 nd level reporting component		Animal and Plant Health Inspection Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Avenue, SW	
	3. City, State, Zip Code		3. Washington, DC 20250	
	4. CPDF Code	5. FIPS code(s)	4. AG 34 24	5. 11001
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 6,072
	2. Enter total number of temporary employees			2. 2,566
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 8,638
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Thomas J. Vilsack Secretary of Agriculture	
	2. Agency Head Designee		2. Gregory L. Parham Administrator	
	3. Principal EEO Director/Official Official Title/series/grade		3. Myra P. Young, Director Civil Rights Enforcement and Compliance (CREC), 0260 (15)	
	4. Title VII Affirmative EEO Program Official		4. Njeri K. Mwalimu, Deputy Director, CREC	
	5. Section 501 Affirmative Action Program Official		5. Sophia L. Kirby, Disability Employment Program Manager	
	6. Complaint Processing Program Manager		6. Myra P. Young, Director Civil Rights Enforcement and Compliance	
	7. Other Responsible EEO Staff		Myra P. Young, Manager Alternative Dispute Resolution Center	
			Steve Shelor, Assistant Director Program Delivery and Evaluations	

Data Source: NFC On-Line Reporting Center – October 24, 2011

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Office of the Administrator Washington, D.C. <i>(Civil Rights Enforcement and Compliance)</i>		
	Office of the Deputy Administrator Policy and Program Development Riverdale, Maryland Raleigh, North Carolina		
	Office of the Deputy Administrator Legislative and Public Affairs Washington, D.C. Riverdale, Maryland		
	Office of the Deputy Administrator Marketing and Regulatory Programs Business Services Washington, D.C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado Minneapolis, Minnesota		
	Office of the Deputy Administrator International Services Washington, D.C. Riverdale, Maryland International Locations		
	Office of the Deputy Administrator Plant Protection and Quarantine Washington, D.C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		
	Office of the Deputy Administrator Veterinary Services Washington, D.C. Riverdale, Maryland Raleigh, North Carolina Ft. Collins, Colorado		

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

EEOC FORM 715-01 PART E
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Animal and Plant Health Inspection Service

For Period Covering October 1, 2010 to September 30, 2011

EXECUTIVE SUMMARY

The Animal and Plant Health Inspection Service (APHIS) is responsible for protecting American agriculture and administering the Animal Welfare Act. The APHIS mission is an integral part of the U.S. Department of Agriculture's efforts to provide the nation with safe and affordable food. The APHIS EEO State of the Agency Report illustrates progress in the implementation of EEOC's Management Directive 715, and demonstrates APHIS' commitment to becoming a model EEO Program. The agency improves agricultural productivity and competitiveness and contributes to the national economy and the public health.

The Fiscal Year 2011 EEO Program Status Report reflects feedback from more than 400 managers and supervisors who were required to complete and submit to the civil rights staff, the APHIS EEO Self-Assessment Program Survey. The survey along with data from the FEORP Plan, DVAAP Plan, EEO Compliance Reviews, the Outreach Report, and the Annual Civil Rights Performance Report were used to measure the degree of success in the accomplishment of civil rights goals and priorities. Part G of Management Directive 715 defines the six essential elements of a model EEO program through a list of 122 measurement items identified by EEOC. The following summarizes APHIS' efforts to meet the Commission's essential elements of a model program.

Demonstrated Commitment from Agency Leadership: The Mission Areas' first Civil Rights Policy Statement was signed by the MRP Under Secretary on June 30, 2011. This policy statement further reinforces USDA's commitment to providing a discrimination-free workplace, as outlined in both the APHIS Civil Rights Policy Statement signed June 22, 2011 and the Anti-Harassment Policy Statement signed July 5, 2011. All three policy statements were electronically distributed to employees. These policy statements are available in poster size for easy display and viewing, and can also be obtained through the CREC website at www.aphis.usda.gov/civil_rights.

The APHIS Management Team and Senior Leaders share the Secretary's commitment to Cultural Transformation and have worked closely with their employees to understand their issues and concerns from not only an operational perspective but from a leadership, employee interaction, and customer service basis. In response to its employees' concerns, APHIS assembled a team of senior leaders known for their creativity, innovativeness, and commitment to develop an action plan for the future.

The APHIS Action Plan builds upon the Department's guidance and the Cultural Transformation initiatives already undertaken within APHIS and charts a course for the future. It utilizes the information learned from the Administrator's Town Hall meetings, the MRP Management Review, and the Employee Viewpoint Survey and addresses the issues and concerns raised therein. It focuses on leadership responsibilities and actions, Cultural Transformation training for all APHIS employees, process

improvements to increase productivity, intensified stakeholder engagement to improve customer service, enhanced communication, revitalized employee career management, and a more transparent awards process.

The APHIS Portal continues to be relevant in providing a means by which employees can access agency information and news, and access to content and services such as GovTrip, WebTA, and AgLearn.

Performance plans for managers and supervisors are aligned with USDA and APHIS policies and strategic goals and objectives and allow for an annual evaluation of their contributions in support of USDA and APHIS' civil rights and equal opportunity programs and initiatives such as Hiring Reform and USDA's Cultural Transformation. Performance elements and standards addressing support of civil rights and equal opportunity programs and initiatives have been developed and added to all supervisory plans.

APHIS also ensures its current and new employees receive and understand their role in meeting the USDA and Agency civil rights goals by providing them with a copy and explanation of the Departmental Regulation 4300-010, Civil Rights Accountability Policy and Procedures, effective January 18, 2006. This information is also available to all employees and customers under the on-line USDA Directives System. This regulation can also be obtained on line at www.aphis.usda.gov/civil_rights/downloads/dr4300-010.pdf

Integration of EEO into the Agency's Strategic Mission: APHIS leadership has established civil rights as a pillar to its cultural transformation efforts. Management Initiative II in the APHIS Strategic Plan (FY 2010-2015) reflects the Departments specific civil rights goals, performance objectives and goal indicators as they pertain to Agency leadership commitment and improving civil rights in APHIS.

Management Initiative II of the APHIS Strategic Plan for FY 2010 - 2015

Goal	Performance Objectives		Goal Indicators
Commitment of Agency Leadership/ Strategic Integration	Leadership	Held managers, supervisors and other employees accountable for ensuring that USDA's customers and employees were treated in accordance with USDA'S civil rights policy and applicable legal requirements.	<p>APHIS' commitment to USDA's civil rights goals and obligations are included in the Strategic Plan. The commitment includes:</p> <ol style="list-style-type: none">1. Employees are notified of the requirements of Departmental Regulation (DR) 4300-010, "Civil Rights Accountability Policy and Procedures," issued January 18, 2006.2. Annual performance appraisals for managers and supervisors include an evaluation of their contributions to USDA's commitment to civil rights and equal opportunity, and adherence to civil rights policy.3. A representative sampling of performance plans (signed copy) shows evidence of EEO elements for all levels4. Provide a list and identify finding of each employee case where disciplinary action or corrective action was taken relating to civil rights or retaliation and indicate the timeframe in which the action was taken.5. APHIS submits succinct narrative rationales with documented evidence to determine compliance with the above indicators using the appropriate scoring elements.

Goal	Performance Objectives		Goal Indicators
Secretary's Commitment	Secretary's Commitment	Took affirmative steps to implement each of the areas illustrated by the Secretary.	<p>APHIS implements Secretary's Commitment:</p> <p>The Secretary's commitment of successful transformation includes:</p> <ol style="list-style-type: none"> 1. An inclusive workplace environment where there is equity of opportunity and all employees are empowered to reach their full potential 2. Modernization of technology and systems that will enable us to provide the highest level of service; 3. A commitment by USDA employees to improving USDA's past and future record of civil rights, including expanding outreach efforts to socially-disadvantaged farmers and ranchers; 4. Systems of accountability that encourage all employees to achieve high standards of performance and customer service; and 5. A renewed commitment to creating diversity in the workforce and succession planning.
Implementation of Secretary's Commitment	Agency's Commitment to Diversity	Took Affirmative steps to implement each of the six (6) component areas illustrated by Diversity Road Map and ensured that goals and timelines are accomplished accordingly.	<p>APHIS Implements the Diversity Road Map to meet all requirements and timelines</p> <p>USDA's Diversity Road Map has specific goals, activities, and timelines, organized around the following (6) components:</p> <ol style="list-style-type: none"> 1. Leadership Accountability and Commitment 2. Outreach and Partnerships 3. Recruitment and Hiring 4. Retention and Promotion 5. Diversity Training and Awareness 6. Employee Development and Recognition

USDA's Diversity Road Map has specific goals, activities, and timelines, organized around the following (6) components:

1. Leadership Accountability and Commitment
2. Outreach and Partnership
3. Recruitment and Hiring
4. Retention and Promotion
5. Diversity Training and Awareness
6. Employee Development and Recognition

In accordance with the requirements of the Diversity Roadmap, this past year APHIS established an Executive Level Diversity Ambassador. This individual operates in an oversight capacity to ensure that the organization takes the steps necessary to support the Department's cultural transformation efforts. In addition to establishing this position, APHIS continued to support a cadre of special emphasis program managers whose role is to provide support and guidance to the following targeted groups:

- Asian American and Pacific Islanders
- African Americans
- Persons with Disabilities
- Hispanics
- Lesbian, Gay, Bisexual and Transgendered Individuals
- Native Americans
- Veterans
- Women

In accordance with MD-715, the Agency Civil Rights Director reports directly to the Agency Administrator and is a member of the Administrator's Management Team. The Civil Rights Director meets regularly with the Administrator and the team to discuss complaint activity. The discussions also include the implementation and progress of the Agency's Civil Rights Program and its compliance with Management Directive 715 and the Title VII Civil Rights and Rehabilitation Programs. The Civil Rights Director provides quarterly briefings to the Administrator and other senior officials, as well as an annual "Status of the Agency" briefing. These briefings provide management officials with civil rights updates and other valuable tools to ensure EEO compliance. Also, APHIS has provided sufficient resources to ensure adequate staffing and funding to operate the agencies EEO program in an effective manner. The Civil Rights Director is the fund holder and manages those resources. This includes the staffing of trained personnel.

The APHIS Succession Plan (2010-2014) identifies the organization's anticipated leadership gaps over a five year period and includes several broad strategies to close them. It includes needs and supply forecasting, gap analysis, gap closure strategies, implementation and communication plans, and establishes performance measures to evaluate plan efficacy. The Plan is designed to bring together in one controlling document information from the Agency's program specific succession plans, and builds upon a number of previously implemented Agency-wide initiatives that support succession planning strategies.

Management and Program Accountability: In support of the Secretary's initiative for Cultural Transformation, each MRP SES member has a performance plan in place with a mandatory critical Civil Rights element designed to measure the executive's success in meeting USDA civil rights strategic goals. Each plan includes specific performance measures that have been implemented to ensure that executives are successful in the enforcement of civil rights laws, rules, regulations and meeting agency and USDA civil rights goals objectives. In addition, executive leadership is focused on, and held accountable for, ensuring subordinate supervisors/managers are in compliance and successful in meeting these goals and objectives. The implementation of this critical element further reinforced executive leadership commitment to recruiting, hiring, retaining and promoting a highly diverse and qualified workforce.

The Civil Rights Staff and Human Resources meet monthly to ensure the effective coordination of human resource programs such as the Federal Equal Opportunity Recruitment Program (FEORP), and the Disabled Veterans Affirmative Action Program (DVAAP). Mid-Year and End-of-Year Special Emphasis Program Analysis are also distributed to the EEO Advisory Committee and management officials. Mandatory civil rights training is provided annually to managers and supervisors, and an additional EEO – Civil Rights training session is provided to senior management officials annually. In an effort to maintain a knowledgeable workforce and to increase awareness quarterly EEO updates are provided to management officials through the Civil Rights Enforcement and Compliance Operational Plan and the Annual EEO Program Status Report.

An EEO Self -Assessment Survey is issued annually to APHIS managers and supervisors. The survey is reviewed annually results are analyzed and written feedback is provided to the participants. This process allows managers to identify deficiencies and barriers to equal employment. If deficiencies and barriers are found managers and supervisors work with the Civil Rights staff to development corrective measures. The Civil Rights staff follows up to ensure the corrective measures are implemented within the specified

time frame. In addition, Technical Assistance (TA) visits are offered to all participating managers. The TA visit is a proactive approach designed to provide assistance and feedback to managers regarding their EEO activities.

APHIS has a total of **8** National Special Emphasis Program Managers (**SEPMs**) that communicate with their specific program managers nationwide. In addition to the **8** National SEPMs, APHIS has a total of **19** EEO Advisory Committees which consist of approximately 200 SEPMs. For our two largest programs, Veterinary Services and Plant Protection and Quarantine, the Agency established National Civil Rights Leadership Committees (NCRLC). These committees provide assistance to the management officials in implementing the programs civil rights goals and objectives.

Proactive Prevention of Unlawful Discrimination: The Administrator's Civil Rights Training, "Civil Treatment for Managers", was held in Riverdale on August 10th, in Fort Collins on September 1st, in Minneapolis on September 15th, and in Raleigh on September, 20th. The training featured interactive media, skills building exercises and mock jury roleplaying. The training covered legal guidelines and compliance; making them easily understood and demonstrating how they were applicable to the workplace setting. Some of the topics included: Sexual and other forms of harassment; National Origin issues; discrimination; retaliation; abusive behavior; employee accommodations (ADA, FMLA, religious); and unjust dismissal, fair hiring, selection and promotion.

In support of achieving the 2011 Mandatory Civil Rights Training for all APHIS employees, CREC and HR partnered to develop a web based, interactive training program. This training covered the essentials of Alternative Dispute Resolution (ADR) and how to access the two separate but complimentary APHIS ADR services, which are available to all employees of APHIS-CREC's ADR and HR's Collaborative Resolution Process. This training covered both of these programs: the EEO Process for civil rights/discrimination complaints, and the Collaborative Resolution Process for any other workplace conflict outside of the EEO process. This training was mandatory for all employees with a targeted completion date of August 30, 2011. A total of 7,485 employees have completed the training this fiscal year. Training was also available on CD.

As a part of the on-going frontline leadership training APHIS continues to provide the Fundamentals of APHIS Human Resources Management (FAHRM) Training. FAHRM is APHIS' premiere leadership program for its probationary supervisors and is intended to build competencies early in a supervisor's career in human resources management, accountability, conflict management, leveraging diversity, and developing others. The addition of Situational Frontline Leadership will focus on building skills that positively impact employee performance and employee engagement. All FAHRM participants are required to engage with a mentor of their choice. Additional updates to the FAHRM curriculum include hiring reform and flexibilities in addition to the performance management cycle. During FY 2011 there were 4 FAHRM sessions held (Raleigh, NC; Riverdale, MD; Ames, IA; Ft. Collins, CO), with a total of 55 participants.

The Agency's Civil Rights Information Academy (CRIA) registered over 900 employees from all APHIS program units, and presented more than 20 webinar sessions. The Civil Rights Information Academy creates and conducts EEO-related webinars and works with the Training and Development staff to develop mandatory civil rights and EEO training when required. During FY 2011 the CRIA also developed and posted the ADR Podcast which provides guidance and information regarding the ADR and mediation processes. The Podcast is posted on civil rights Intranet website.

Mandatory civil rights training is provided annually to managers and supervisors, and an additional EEO – Civil Rights training session is provided to senior management officials annually.

The Agency continued to gather employee feedback through the **Civil Rights Barometer**. This tool is a confidential, web-based feedback system that captures information from employees who are planning on leaving APHIS. A copy of the Civil Rights Barometer Report can be viewed on the CREC website http://www.aphis.usda.gov/civil_rights/downloads/Civil_Rights_Barometer.pdf.

APHIS publishes ***The Civil Rights Update***, which is an internal e-newsletter that provides civil rights information highlighting various topics such as results from the Civil Rights Barometers as well as responses to employee feedback, Informal and Formal Complaints, MD-715, Alternative Dispute Resolution, Civil Rights in Program Delivery, Special Program Initiatives, etc. A copy of the Civil Rights Update is available at CREC's website:

http://www.aphis.usda.gov/civil_rights/downloads/Civil_Rights_Update.pdf. Occasionally CREC publishes Special Editions packed with in-depth coverage of topics deemed to be important and critical to developing and maintaining a knowledgeable APHIS workforce. In FY 2011, CREC published 3 Civil Rights Updates and 1 Civil Rights Update–Special Bulletin; these documents were shared with all APHIS employees via the email system and on the intranet.

The Civil Rights Information and Communication Team works with the APHIS Training and Development Branch of the Human Resources Division (HRD) of Marketing and Regulatory Programs Business Services (MRPBS) on a project by project basis. In FY 2011, this partnership involved developing a training module on Alternative Dispute Resolution for the Ag Learn web based training site. *This team also partnered with HRD to revise items on the Civil Rights Barometer and share the results.*

In its effort to attract diverse applicant pools, APHIS is taking significant steps to alter its hiring processes. For example, a recent decision by the Agency Administrator requires that new hires be approved at the Regional Director level or above. This change raises the visibility, importance, and accountability of each hiring event, and ensures that program and support personnel will recruit from as broad a cross section of the civilian labor force as possible. In support of this requirement, the organization has developed new operating procedures that bring targeted recruitment efforts into play at the onset of the hiring process rather than when scheduled recruitment events happen to be occurring. APHIS is also examining the possibility of concentrating hiring activity for certain job series by limiting vacancy announcements for these positions to an annual or biannual event. The goal of this effort is to ensure the optimization of agency recruitment activity, thereby improving the organization's success in attracting more diverse applicants to its mission critical occupations.

APHIS sponsored its 9th year of the Ag-Discovery Summer outreach program. This year's programs were held on 13 university campuses (*three more than last year*) during FY 2011. As a part of the programs outreach and recruiting APHIS distributed 15,000 informational leaflets nationwide. To reach a wider geographic audience, APHIS also makes these leaflets and Ag-Discovery application packages available on the APHIS and USDA Web sites and the Web sites of the participating universities. Funding for the 13 FY 2011 Ag-Discovery programs was approximately \$478,000.00. Ag-Discovery is an outreach program designed to introduce student's ages 12–17 to careers in agriculture.

During fiscal year 2011 APHIS continued to implement its' strategy to review program offices by state. APHIS conducted desk audits in 14 state offices of Plant Protection and Quarantine, Veterinary Services and Wildlife Services, and 7 onsite reviews in the Eastern Region. The agency augmented its' onsite reviews, and conducted 71% or 5 additional onsite reviews than the prior fiscal year. During the reporting

period, nearly 1,250 managers, supervisors and non-supervisory employees were surveyed thru desk audits and onsite reviews, collectively.

Efficiency: APHIS provides training to ADR practitioners, employees, and customers to increase their knowledge of the use of ADR as an alternate and effective tool to aid in the resolution of EEO discrimination complaints and workplace disputes at the earliest possible level. APHIS has a cadre of Resolving Officials (RSO) designated by Program Areas, who have been appointed and are supported by Senior Management and who understand the organization's mission.

APHIS continues to maintain an efficient, fair, accessible and impartial complaint process which is frequently audited to measure efficiency. The Agency continues to utilize both the MicroPact iComplaints System as well as our own internal APHIS Civil Rights Enforcement and Compliance database to effectively create, monitor and report on EEO discrimination complaint activity at any stage in the EEO process.

The CR program is a confidential early intervention program that utilizes effective conflict resolution and communication tools in compliance with the USDA ADR regulation, DR 4701-001. The CR Program provides Alternative Dispute Resolution (ADR) services including 1) Mediation/Facilitation/Conciliation, 2) Team Collaboration Services, 3) Conflict Advice/Guidance/Coaching, and 5) Conflict Management Training. There are five (5) Collaborative Resolution Specialists dedicated to providing ADR services as required and necessary to serve all APHIS employees. Services are provided through a variety of means including on-site/in person, telephonically, through video conference, and by webinar.

In an effort to increase awareness of EEO complaint concerns with managers at all levels, the formal and informal complaint team united in presenting Technical Assistance Briefings to APHIS program Deputy Administrators, Directors and Managers. Through this effort, management was engaged in the exploration of resolution possibilities early in the EEO process..

APHIS continues to support the EEO Complaint Resolution Initiative started by the Assistant Secretary for Civil Rights in FY 2009, in unison with its own EEO Complaint Resolution Initiative instituted in 1998. FY 2011 concluded yet another successful year in the resolution of EEO complaints with the closure of 49 complaints and 60 active complaints. Civil Rights Enforcement and Compliance remains an active participant in the iComplaints User Advisory Board meetings which are convened by the Department and maintains weekly contact with the Department civil rights office on EEO-related matters.

Responsiveness and Legal Compliance: APHIS continues to maintain a system for ensuring timely compliance of any orders or directives issued by EEOC. In FY 2011, there were 10 settlement agreements, which represented 20% of the complaints closed. Payments and other terms of the settlement agreements were processed and implemented well within the negotiated timeframe stipulated within each settlement agreement. The Agency received two Findings of Discrimination this fiscal year, for which the Agency timely complied and implemented the ordered relief.

The Agency filed a compliance report associated with each settlement agreement and Finding of Discrimination. Each compliance report was timely delivered to the Acting Chief, Compliance Division, within the appropriate timeframe and also duly noted in the respective internal and departmental databases.

EEOC FORM 715-01 PART F

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, **Myra P. Young, Equal Employment Manager, 0260-15**

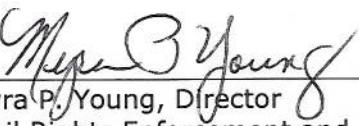
am the

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

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

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

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



Myra P. Young, Director

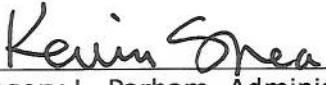
Civil Rights Enforcement and Compliance

Signature of Principal EEO Director

*Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.*



Date



for Gregory L. Parham, Administrator

Signature of Agency Head



Date

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
<p>The Agency Head was installed in April 2011. The EEO policy statement was issued on June 22, 2011.. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p>		<input checked="" type="checkbox"/>		
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>		<input checked="" type="checkbox"/>		
<p>Are new employees provided a copy of the EEO policy statement during orientation?</p>		<input checked="" type="checkbox"/>		
<p>When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>		<input checked="" type="checkbox"/>		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
<p>Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?</p>		<input checked="" type="checkbox"/>		
<p>Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?</p>		<input checked="" type="checkbox"/>		
<p>Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]</p>		<input checked="" type="checkbox"/>		

Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Measures	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	✓		
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	✓		
	address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	✓		
	support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	✓		
	ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	✓		
	ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	✓		
	ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	✓		
	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	✓		
	ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	✓		
	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	✓		This is facilitated through the HR New Employee Orientation that is mandatory for all new employees. This is also reinforced through our zero tolerance of Harassment as noted in the agency Anti-Harassment Policy Statement which is available to all employees on the APHIS Civil Rights website. In addition, Departmental Regulation 4070-735-001, Employee Responsibilities and Conduct, is available to all employees on the USDA website.
	Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			

Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	√		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	√		
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION			
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.			
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	√		
Are the duties and responsibilities of EEO officials clearly defined?	√		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	√		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			The agency does not have a 2 nd level EEO reporting component.
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?			The agency does not have a 2 nd level EEO reporting component.
If not, please describe how EEO program authority is delegated to subordinate reporting components.			
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	√		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier	√		

analysis including any barriers it identified and/or eliminated or reduced the impact of?			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	✓		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	✓		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	✓		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	✓		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	✓		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	✓		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	✓		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	✓		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	✓		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	✓		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	✓		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No

			status report
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	√		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	√		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	√		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	√		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	√		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	√		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	√		
Is there sufficient funding to ensure that all employees have access to this training and information?	√		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	√		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	√		
to provide religious accommodations?	√		
to provide disability accommodations in accordance with the agency's written procedures?	√		
in the EEO discrimination complaint process?	√		
to participate in ADR?	√		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
➡ Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
➡ Measures	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	√		

Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		√		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]		Measure has been met	
	Yes	No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		√		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		√		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		√		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.		Measure has been met	
	Yes	No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		√		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		√		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		√		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		√		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		√		

Essential Element D: PROACTIVE PREVENTION

Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	✓			
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	✓			
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	✓			
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	✓			
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	✓			
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
Are all employees encouraged to use ADR?	✓			
Is the participation of supervisors and managers in the ADR process required?	✓			

Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	

Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	√		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	√		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	√		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	√		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	√		
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met	
Measures		Yes	No
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	√		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	√		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	√		
<p>If yes, briefly describe how: If the terms and conditions of the Statement of Work are not adhered to by the contractor, on a continuous bases, the agency will cease to use the services of that Contractor, and in some cases payment for an investigation may be adjusted. All contract investigators and counselors are selected from the GSA schedule which provides that all contractors conform to the standards set by the EEOC in accordance with 29CFR Part 1614 and EEOC Management Directive -110.</p>			
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	√		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	√		
Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met	
Measures		Yes	No
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	√		

Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?	√		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	√		
Does the agency complete the investigations within the applicable prescribed time frame?	√		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	√		
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	√		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	√		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	√		
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	√		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	√		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	√		
Does the responsible management official directly involved in the dispute have settlement authority?	√		
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	√		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	√		
Does the agency EEO office have management controls in place to monitor and	√		

ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?			
Do the agency's EEO programs address all of the laws enforced by the EEOC?	√		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	√		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	√		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	√		
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	√		
Does the agency discrimination complaint process ensure a neutral adjudication function?	√		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	√		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		
		√	
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	
Does the agency have control over the payroll processing function of the		√	

agency? If Yes, answer the two questions below.					
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		✓			
Are procedures in place to promptly process other forms of ordered relief?		✓			
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
		Yes	No		
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓			
If so, please identify the employees by title in the comments section, and state how performance is measured.		Civil Rights Director, Human Resource Director, Managers, Supervisors, EEO Specialist			
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		✓			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.					
Have the involved employees received any formal training in EEO compliance?		✓			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		✓			
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		✓			
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		✓			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		✓			
Compensatory Damages: The final agency decision and evidence of payment, if made?		✓			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		✓			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s		✓			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.		✓			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified).		✓			

3. Copy of request for a hearing (complainant's request or agency's transmittal letter).		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	✓	
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓	
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓	
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	✓	

EEOC FORM

715 - 01

EEO Program Status Report

PART H
and

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

EEOC FORM 715-01 PART H

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

FY 2010 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	The Agency work force is underrepresented by the following groups: African American Males and Females, Hispanic Males and Females and White Females.
Objective:	Increase representation of the underrepresented groups and develop strategies to retain employees in previously underrepresented groups.
Responsible Official(s):	Director, CREC Director, Human Resources Managers and Supervisors
Date Objective Initiated:	December 1, 2010
Target Date for Completion of Objective:	September 30, 2011
Planned Activities Toward Completion of Objective:	<p>Conduct targeted recruitment and outreach, and track the results of the recruitment and outreach.</p> <p>Conduct Technical Assistance (TA) visits for program areas with low participation rates.</p> <p>Provide training for hiring and selecting officials regarding hiring authorities, recruitment and the new federal hiring reform process.</p> <p>Continuous monitoring and periodic self-audits of program plans to track progress towards meeting its goals.</p> <p>Provide quarterly workforce analyses (using NFC on-line data) to SEPMs and management officials.</p> <p>Manager/supervisor meets with Advisory Committee quarterly to develop and implement strategies to correct underrepresentation within their program area.</p>
Target Date(s):	September 30, 2011
Accomplishment of Objectives:	<i>To date, the Agency has participated in the following recruitment and outreach events to target the stated underrepresented groups: Thurgood Marshall College Fund Leadership &</i>

	<p><i>Recruitment Conference, 6th Annual Massachusetts Conference for Women, NAACP Professional & Executive Diversity Career Fair, and Minorities in Agriculture & Natural Resources Related Sciences Conference, Hispanic Association of Colleges and Universities, Morgan State Annual Career Fair, 4th Annual Historically Black Colleges and Universities Career Development Marketplace, Bowie State University Annual Career Fair, and Federal Employed Women (FEW)</i></p> <p><i>Technical Assistance (TA) visits have been extended to all APHIS programs. During FY 2011 a total of 13 TA visits were conducted within the APHIS programs.</i></p> <p><i>APHIS quarterly workforce analysis are provided to SEPMs to be distributed within their program area. Workforce profiles are also provided on an as-requested basis. EEO Advisory Committee members meet with managers on an as-needed basis to discuss strategies to correct deficiencies and underrepresentation.</i></p>
Results:	<p><i>In continued support of E.O. 13171, HRD collaborated with Talent & Acquisition Branch to market MRP existing job opportunities at LULAC.</i></p> <p><i>HRD and Talent & Acquisition Branch established a new relationship with the Black Engineers Society (BES) at the University of Maryland as part of ongoing inclusion activities with diverse affinity groups and organizations.</i></p> <p><i>HRD and Talent & Acquisition Branch restructured its partnership to accomplish targeted recruitments for mission-critical positions.</i></p> <p><i>HRD has created a database of affinity and special-emphasis groups/organizations to accomplish its targeted recruitment objectives.</i></p> <p><i>Talent & Acquisition Branch continuously maintain in contact with local HBCU's and career development centers to distribute information on all scholarship, internship, and full time and summer job employment opportunities.</i></p>

FY 2010 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	There is no system to sufficiently track recruitment efforts or applications received from persons with targeted disabilities.
Objective:	Develop and implement an adequate system that permits the tracking of recruitment efforts, including applications from persons with targeted disabilities.
Responsible Official(s):	Director, CREC Director, Human Resources
Date Objective Initiated:	December 1, 2010
Target Date for Completion of Objective:	September 30, 2011
Planned Activities Toward Completion of Objective:	CREC will collaborate with Human Resources to create a tracking system to retrieve data during recruitment and outreach events for persons with targeted disabilities.
Target Date(s):	September 30, 2011
Accomplishment of Objectives:	<i>The Human Resources Division, Talent Acquisition Branch utilizes a tracking system through Survey Monkey to capture the demographic data from participants at career fairs and events. Through the use of this system, data can be collected and sorted to determine ROI.</i>
Results:	Results- on a quarterly basis HR Recruitment and HR Operations cross reference information submitted in Survey Monkey to potential candidates. We determine based on information submitted whether an applicant has completed, received notification, or made the certification for positions. And to further ensure accuracy, our HR Recruitment and Placement and Recruitment Specialist collaborate to collect and distribute resumes as part of the consultation efforts to hiring managers to encourage hiring persons with targeted disabilities.

EEOC FORM 715-01 PART H

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

FY 2012 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	The Agency work force is underrepresented by the following groups: African American Males and Females, Hispanic Females and White Females
Objective:	Increase representation of the underrepresented groups and develop strategies to retain employees in previously underrepresented groups.
Responsible Official(s):	Director, CREC Director, Human Resources Managers and Supervisors
Date Objective Initiated:	November 1, 2011
Target Date for Completion of Objective:	September 30, 2012
Planned Activities Toward Completion of Objective:	<p>Promote and encourage the use of career development programs.</p> <p>Conduct Technical Assistance (TA) visits for program areas with low participation rates.</p> <p>Provide training for hiring and selecting officials regarding hiring authorities, recruitment and the new federal hiring reform process.</p> <p>Implement hiring reform with mechanisms to track improvements in the hiring process, including self-audits of the programs plan.</p> <p>Provide quarterly workforce analyses (using NFC on-line data) to SEPMs and management officials.</p> <p>Manager/supervisor meets with Advisory Committee quarterly to develop and implement strategies to correct underrepresentation within their program area.</p>
Target Date(s):	September 30, 2012
Accomplishment of Objectives:	
Results:	

FY 2012 USDA Animal and Plant Health Inspection Service	
Statement of Model Program Essential Element Deficiency:	There is no system to sufficiently track recruitment efforts or applications received from persons with targeted disabilities.
Objective:	Develop and implement an adequate system that permits the tracking of recruitment efforts, including applications from persons with targeted disabilities.
Responsible Official(s):	Director, CREC Director, Human Resources
Date Objective Initiated:	November 1, 2011
Target Date for Completion of Objective:	September 30, 2012
Planned Activities Toward Completion of Objective:	CREC will collaborate with Human Resources to create a tracking system to retrieve data during recruitment and outreach events for persons with targeted disabilities.
Target Date(s):	September 30, 2012
Accomplishment of Objectives:	
Results:	

EEOC FORM

715 - 01

EEO Program Status Report

PART I

**EEO Plan to Eliminate Identified
Barriers and FY 2011 List of
Accomplishments**

EEO Plan To Eliminate Identified Barrier

FY 2012
USDA, Animal and Plant Health Inspection Service

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Establish and Meet Hiring and Retention Goals for Employees with Targeted Disabilities</p> <p>A review of the workforce statistics shows APHIS' total workforce at the end of FY 2011 was 8,638. Of this number 80 or 0.92% were persons with a Targeted Disability. APHIS does not meet the Federal Initiative goal of employing 2% of employees with a Targeted Disability. APHIS continues its commitment to hiring persons with Targeted Disabilities by continuing its hiring goal to increase the number of employees with a TD by 10 employees each year for the next 3 years (FY 2012 – FY 2014).</p> <table border="1" data-bbox="458 481 1307 635"> <thead> <tr> <th>FY 2011 Employees with Targeted Disabilities 80 or .92%</th><th>3-Year Hiring Goal</th><th>Fiscal Year Increase</th></tr> </thead> <tbody> <tr> <td>Fiscal Year 2012</td><td>90</td><td>+10</td></tr> <tr> <td>Fiscal Year 2013</td><td>100</td><td>+10</td></tr> <tr> <td>Fiscal Year 2014</td><td>110</td><td>+10</td></tr> </tbody> </table> <p>In Fiscal Year 2011, APHIS' separation rate for persons with a TD is .92% which is less than the APHIS overall separation rate of 4.34%.</p> <p>In FY 2011, there were 80 APHIS employees with a TD. Of the 80 employees 67 or 84% were permanent employees; 6 or 7.5% were temporary employees; and 5 or 6% were Indefinite employees. The majority of permanent employees with a TD work for the Plant Protection and Quarantine (PPQ) program (35 or 45%), followed by 20 or 26% in the Veterinary Services program. Of the employees with a TD most are concentrated in Grades GS-9 through GS-12 (27 or 35%), followed by GS-5 through GS-8 (26 or 33%). The majority of the employees with a TD are in the GS pay plan, however, APHIS does employ 7 persons in the GM, WG and AD pay plans with targeted disabilities.</p>	FY 2011 Employees with Targeted Disabilities 80 or .92%	3-Year Hiring Goal	Fiscal Year Increase	Fiscal Year 2012	90	+10	Fiscal Year 2013	100	+10	Fiscal Year 2014	110	+10
FY 2011 Employees with Targeted Disabilities 80 or .92%	3-Year Hiring Goal	Fiscal Year Increase											
Fiscal Year 2012	90	+10											
Fiscal Year 2013	100	+10											
Fiscal Year 2014	110	+10											
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>In FY 2011, the APHIS total permanent workforce decreased by -265 employees, reflecting a net change of -2.98%. During FY2010 APHIS employed 80 persons with a TD, which remained unchanged as of the end of FY 2011. During FY 2011 there was a decrease of -2 among Hispanic females with a TD, -3 among White males with a TD, and -1 among Asian females with a TD. A 5 year data review (2007 – 2011) shows consistent underrepresentation among Hispanic females, White females, Black males and females, and Asian females.</p> <p>Hispanic Employees Total employment for Hispanics in FY2011 was 915 or 10.2% of the total APHIS employment. Of the total employees with a TD 9 or 11.5% (5 males and 4 females) were Hispanic. There were 2 Separations (2 females) among Hispanics with a TD, and no Hispanic New Hires with a TD. Hispanic females are under-represented by (-.76%) as compared to the CLF. There is no underrepresentation among Hispanic males.</p> <p>African American Employees Total employment for African Americans in FY2011 was 707 or 8.2% of the total APHIS employment. Of the total employees with a TD 6 or 7.7% (1 male and 5 females) were African American. Among the total New Hires for FY2011 were 3 African Americans with a TD (2 males and 1 female). There was 1 Separation (1 male) among African Americans with a TD. African American women are underrepresented by -0.68% and African American Men by -1.64% as compared to the CLF.</p> <p>Asian Employees Total employment for Asians in FY2011 was 480 or 5.6% of the total APHIS employment. Of the total employees with a TD 3 or 3.8% (3 males) were Asian. Among the total New Hires for FY2011, 1 was Asian (1 male). There were no Separations among Asian employees with a TD. There is no underrepresentation among Asian males or females when compared to the CLF.</p> <p>AI/NA Employees Total employment for AI/NA in FY2011 was 82 or .95% of the total APHIS employment. Of the total employees with a TD there was 1 or 1.3% AI/NA female. There were no New Hires or Separations among AI/NA with a TD during FY2011. There is no underrepresentation among Asian males or females when compared to the CLF.</p> <p>NAOPI Employees Total employment for NAOPI in FY2011 was 81 or .94%. Of that total there were no NAOPI employees with a TD. There is no underrepresentation among NAOPI males or females when compared to the CLF.</p> <p>White Employees Total employment for White males and females in FY2011 was 6,254 or 72% of the total APHIS</p>												

	<p>employment. Of the total employees with a TD 57 or 73% were White (31 males and 26 females). Among the total New Hires for FY2011 were 3 White males and 5 White females with a TD. There were 8 Separations, (6 White males and 2 White females) with a TD. White females are underrepresented by (-5.0%) as compared to the CLF. There is no underrepresentation among White males.</p>
STATEMENT OF IDENTIFIED BARRIER:	<p>Improve the Agency's Recruitment and Retention Strategies for persons with targeted disabilities.</p> <p>Improve the Agency's Recruitment and Retention Strategies for under represented groups</p>
OBJECTIVE:	<p>Assist APHIS HR and hiring officials in meeting the established APHIS 3-year hiring goal of increasing the number of persons with targeted disabilities by a total of 30 employees for the next 3-years (<i>FY 2012 – FY 2014</i>).</p> <p>Promote and support Persons with Targeted Disabilities recruitment and hiring.</p> <p>Assist hiring officials in taking a proactive approach to targeted recruitment strategies when filling positions.</p> <p>Increase disability employment program managers' communication with managers and supervisors through the use of conference calls, newsletters and email.</p> <p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <p>Establish recruitment objectives in each program area for employment of persons with targeted disabilities.</p> <p>Quarterly reporting to the APHIS Management Team and managers and supervisors on the progress in hiring and retaining persons with targeted disabilities and resources for consideration.</p> <p>Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS.</p> <p>Continue to circulate résumé's of persons with TD to various USDA and APHIS offices in headquarters and field locations.</p> <p>Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.</p> <p>Establish recruitment objectives and maintain goals for hiring underrepresented groups.</p> <p>Establish a quarterly reporting system to monitor and evaluate progress and provide reports to the AMT.</p> <p>In conjunction with HR, Provide Technical Assistance (TA) visits with a specific emphasis of correcting underrepresentation.</p> <p>Use EEO data to identify strengths and weaknesses, with recommendations, for hiring and retention initiatives.</p>
RESPONSIBLE OFFICIAL:	APHIS Administrator
DATE OBJECTIVE INITIATED:	November 1, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014

**Report of Accomplishments
For
EEO Plan to Eliminate Identified Barriers**

FY 2011

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities by 10 employees each year.</p> <ul style="list-style-type: none"> • The civil rights and human resources staff continues its collaboration in devising strategies to target events and outreach in order to meet the goal. To date APHIS met 80% of its goal by hiring 10 employees with a Targeted Disability. 	9/30/2011
<p>Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.</p> <ul style="list-style-type: none"> • The Disability Employment Program Managers (DEPM) and Administrative Officers have met with human resources to review special hiring practices and outreach strategies. • The Civil Rights DEPM continues to provides notice to the agency DEPM's, via E-mails, regarding outreach events. • The civil rights DEPM continues to meet monthly with Program DEPMs to discuss strategies regarding the recruitment and retention of persons with a disability. • Monthly updates are provided to MRP management and relevant stakeholders via email specific to new/revised OPM/Departmental disability-related policies and procedures; training opportunities; DOL/WH conference calls; and outreach events. • A monthly Disability Hiring Report is submitted to Departmental Management for the monthly CHCOC meetings. 	9/30/2011
<p>Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.</p> <ul style="list-style-type: none"> • Hiring managers continue to be educated on the use of special appointing authority for 30 percent disabled veterans. This information is also included in the HR Broadcast Newsletter which is published on a quarterly basis. • Hiring managers are provided with options for hiring candidates through the Schedule A (u) hiring authority during the recruitment consolidation. • Hiring officials collaborate with human resources to market and hire individuals from the OPM Shared List of Candidates with Disabilities. • The agency has successfully partnered with State Vocational Rehabilitation Agencies and organizations that service individuals with disabilities. • APHIS marketed additional disability-related hiring resources to hiring officials, including SSA's Ticket-to-Work program. 	9/30/2011
<p>Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.</p> <ul style="list-style-type: none"> • The Reasonable Accommodations coordinator, certified medical professional and the hiring official are consulted to determine if any accommodations are needed for the individual to perform the duties of the position. • Consultations are held with hiring managers to discuss the potential for expanding job opportunities for 2210, 401, 701, 	9/30/2011

<p>and 1980 series.</p> <ul style="list-style-type: none"> Accommodations solutions for job applicants and Agency employees are coordinated with Reasonable Accommodation/Target Center staff. 	
<p>APHIS will utilize internal and external resources to identify qualified individuals with reported and targeted disabilities.</p> <ul style="list-style-type: none"> <i>Top outreach events were identified and attended as a marketing tool to promote the agency.</i> <i>The Survey Monkey system was implemented which allows applicants from events and career fairs to leave their demographic data in order to be notified of upcoming vacancies if identified by a hiring manager.</i> <i>The agency partnered with staff of state VRAs, employment networks, and community living centers to locate job candidates with reportable and targeted disabilities for various positions.</i> 	9/30/2011
<p>Promote and encourage the use of career development programs for persons with TD disabilities.</p> <ul style="list-style-type: none"> <i>APHIS continues to be active in the Army Career and Alumni Program, the Transition Assistance Program, the Office of Disability Employment Program and the Workforce Recruitment Program.</i> 	9/30/2011
<p>Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.</p> <ul style="list-style-type: none"> <i>All request for reasonable accommodations are forwarded to the agency reasonable accommodations coordinator for review and processing in accordance with applicable laws and departmental regulations.</i> <i>The Reasonable Accommodation Staff and the Target Center work together to coordinate accommodations solutions.</i> <i>The MRP RA policy is administered as appropriate to process requests for reassignments as a reasonable accommodation.</i> 	9/30/2011
<p>Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.</p> <ul style="list-style-type: none"> <i>The civil rights staff participated in the EEOC Webinar entitled EEOC's New Regulations: Implementing the ADA Amendments Act. The handouts from this webinar will be distributed to the agency managers and supervisors during their technical assistance visits.</i> <i>APHIS provided required training on RA procedures as well as increasing sensitivity during FY2010. Training was provided on line through an AgLearn course, which is still available, and through instructor led classes both in person and in webinar formats. In FY2011 this was not part of the HRD stated priorities, however training was provided as requested by specific program areas and was specifically provided for employee relations and human resources operations to increase the hiring of persons with targeted disabilities.</i> 	9/30/2011
<p>Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.</p> <ul style="list-style-type: none"> <i>Information on special hiring authorities is provided through monthly managerial meetings within the programs.</i> <i>APHIS works with the MRP Selective Placement Program Coordinator to educate applicants and managers about the benefits of the Schedule A (u) hiring authority to promote the hiring of individuals with targeted disabilities.</i> 	9/30/2011
<p>Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.</p>	9/30/2011

<ul style="list-style-type: none"> <i>The current Workforce Recruitment Program database was released in January 2011. APHIS managers are aware of and have access to the database. To date, no hires have been made from the database.</i> <i>Continuous updates are provided to APHIS management on the WRP database and how to acquire access.</i> 	
<p>Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.</p> <ul style="list-style-type: none"> <i>VEPMs received training on special hiring authorities. The training allowed the VEPMs to better assist hiring managers within each APHIS program.</i> 	9/30/2011
<p>Communicate recruitment strategies to managers, supervisors and Equal Employment Opportunity collateral duty officials.</p> <ul style="list-style-type: none"> <i>The agency recruitment calendar is established for the fiscal year and shared with contacts.</i> 	9/30/2011
<p>Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS:</p> <ul style="list-style-type: none"> <i>The agency SPPC and Agency DEPM instituted stakeholder monthly education campaigns specific to such resources as JAN, WRP, OPM Shared List of Candidates, et al., to increase the employment/participation rates of individuals with targeted disabilities. This resulted in increased awareness among hiring officials on how to effectively access and utilize these resources to recruit individuals with targeted disabilities. Additionally, SPPC regularly consulted with Agency hiring officials/managers on how to successfully locate, recruit, and hire candidates with targeted disabilities for vacant, funded positions and coordinated reasonable accommodation solutions with RA staff.</i> 	9/30/2011

EEO Plan To Eliminate Identified Barrier

FY 2012

USDA, Animal and Plant Health Inspection Service

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Monitor APHIS' 3-Year hiring goal of increasing the number of persons with targeted disabilities by 10 employees each year.	9/30/2012
Implement hiring reform with mechanisms to track improvements in the hiring process and use of hiring flexibilities.	9/30/2012
Focus recruitment activities based upon the responses to and results of mission critical reports and mandates.	9/30/2012
Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.	9/30/2012
Assist hiring officials in taking a proactive approach to targeted recruitment strategies when filling positions.	9/30/2012
Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.	9/30/2012
Review job series not traditionally viewed as accessible to persons with disabilities. Analyze the most prevalent job series in each APHIS program area and research possible technologies for accommodations.	9/30/2012
Monitoring of the hiring and retention patterns of APHIS headquarter and field locations to determine progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with TD.	9/30/2012
Promote and encourage the use of career development programs for persons with TD disabilities.	9/30/2012
Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.	9/30/2012
Require the delivery of mandatory disability awareness training for managers and supervisors, including special hiring authorities, reasonable accommodations and employment resources.	9/30/2012
Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.	9/30/2012
Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.	9/30/2012
Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.	9/30/2012

EEOC FORM
715-01 PART J
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

PART I Department or Agency Information	1. Agency	1. Animal and Plant Health Inspection Service					
	1.a. 2 nd Level Component	1.a. Office of the Administrator					
	1.b. 3 rd Level or lower	1.b. Civil Rights Enforcement and Compliance					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	8903	100%	8638	100%	-265	-2.98%
	Reportable Disability	612	6.87%	637	7.3%	+25	+3.61%
	Targeted Disability*	80	.89%	80	.92%	0	0%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period. <i>** APHIS does not have a system approved by OPM for tracking applications from Persons with Disabilities.</i>							**There is no system for tracking applications from Persons with Targeted Disabilities.
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.							13

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	147	15	10%	1	0%	0	0%	131	90%
4. Non-Competitive Promotions	651	44	7%	8	1%	0	0%	599	92%
5. Employee Career Development Programs									
5.a. Grades 5 – 12	98	4	4.8%	3	3.06%	0	0%	91	92.86 %

5.b. Grades 13 – 14	28	1	3.57%	0	0%	0	0%	27	96.43 %
5.c. Grade 15/SES	27	3	11.11%	0	0%	0	0%	24	88.89 %
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	130,29	1,113	8.5%	104	0.7%	8	0.1%	11,804	90.5%
6.b. Cash Awards (total \$\$\$ awarded)	1,309,100	68,530	5.2%	12,000	0.9%	2,250	0.2%	1,226,320	93.6%
6.c. Quality-Step Increase	195	10	5.1%	3	1.5%	0	3	182	93.3%

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

EEOC FORM
715-01 PART J

**Report of Accomplishments
For
FY 2011 Planned Strategies and Activities**

- Improve the Information Gateway within the Agency by communicating recruitment strategies to managers, supervisors and Equal Employment Opportunity collateral duty officials.
 - The National VEPM and the MRP Veteran Staffing Representative have offered information sessions and have attended monthly managerial meetings throughout various APHIS Programs to provide suggestions for recruitment strategies and other information pertaining to Veterans and Veterans Employment.
 - VEPMs (EEO collateral duty officials) currently attend Monthly VEP Meetings, as well as weekly VEP Training. The weekly training will cover such topics as, the Federal-wide Veterans Hiring Initiative, recruitment strategies, special hiring authorities, Veterans' Preference and affirmative action, the federal hiring reform, etc.
 - Talent Acquisition and Retention Branch solicits emails and telephone calls for recruitment events to hiring officials and recruiters and allow each individual to participate and engage with potential candidates at targeted outreach and recruitment events.
 - Talent Acquisition Branch develops a recruitment calendar each year and allows managers and collateral recruiters to participate in those targeted recruitment efforts.
- Ensure the Veterans Emphasis program encourages leadership commitment, promotes skills development, employment and retention. Increase the gateway of information and assist in the marketing of veterans' employment.
 - VEPMs continue to develop new partnerships with local Veterans programs and services within their local areas to increase the flow of information within APHIS programs.
 - VEPMs attend monthly managerial meetings within their programs and ensure that Veteran's hiring and retention are agenda items.
- Partner with CREC and designated Disability Employment Program Managers and Veterans Emphasis Program Managers to research and focus on various opportunities to target disabled veterans for employment opportunities.
 - The National DEPM and VEPM attended the Executive Order 13548 Training on January 20, 2011, conducted by the President's special counsel for Hiring and Retention of Persons with Disabilities. Among other information about this new initiative, the training provided information on how to target persons with disabilities and disabled veterans.
 - Monthly meetings between HR and CREC personnel ensure partnership and coordination in hiring disabled veterans.
- Improve leadership commitment through ongoing education and information campaigns, publicize the two special appointment authorities that apply to veterans (Veterans Recruitment Appointment and noncompetitive or direct appointment of a 30% or more disabled veteran).
 - Information on special hiring authorities is provided through monthly managerial meetings within the programs. In addition, VEPMs received training on special hiring authorities. The training allows the VEPMs to better assist hiring managers within each APHIS program.
 - The National VEPM and the MRP Veteran Staffing Representative conduct monthly meetings with VEPMs to facilitate information sharing and upcoming events.
- In an effort to increase skills development and employment, utilize special hiring authorities, job development and mentoring programs for veterans.
 - The VEP and WLW are currently revamping the proposed Buddy System and broadening the scope to include information on job development and provide options for formal mentoring and provide other links to other services, not previously incorporated, that are provided through EAP, WLW, etc.
- Maintain established relationships with vocational rehabilitation offices, state employment offices, veterans' organizations, colleges/universities, military Transition Assistance Program (TAP), State Veterans Service Organizations (VSO), and other facilities to obtain applications from disabled veterans. In addition, coordinate outreach activities when vacancies occur that allow for external recruitment.

Organizations (VSO), and other facilities to obtain applications from disabled veterans. In addition, coordinate outreach activities when vacancies occur that allow for external recruitment.

- TA&R Recruiters and VEPMs continue to work as mediators between managers and VA Vocational Rehabilitation offices, the Operation Warfighter and Wounded Warrior Program, military transition offices, and other state employment offices.
 - TA&R Recruiters and VEPMs continue to attend job fairs and recruitment opportunities sponsored by partner organizations. This includes attending events such as the Henderson Hall – Education and Career Fair, 2010 Veterans Extravaganza, Recruit Military Career Fair, Careers and the disabled Career Expo, and the "Hiring Our Heroes" job fairs sponsored by the American Legion and the U.S. Chamber of Commerce.
 - The MRP Veteran Staffing Representative is building a database of POCs in vocational rehabilitation offices, state employment offices, veterans' organizations, colleges/universities, military Transition Assistance Program (TAP), and State Veterans Service Organizations (VSO) as jobs are announced in different geographic locations.
- In a continuing effort to promote leadership commitment, partner with CREC to educate and emphasize the importance of recruiting disabled veterans to management staff and hiring officials when advising them of best hiring practices.
 - The National VEP, APHIS Staffing Representative, and VEPMs, through managerial meetings, telephone and email communications, newsletters, and workshops continue to educate and emphasize the importance of recruiting disabled veterans.
 - When contacted by hiring managers the APHIS Staffing Representative places emphasis on hiring veterans and veterans with disabilities.
 - To ensure that accurate information is disbursed through the Agency information gateway, recruiters are provided with proper training and the necessary tools to achieve recruitment goals and attend career fairs and annual conferences aimed specifically at hiring disabled veterans.
 - MRP and CREC are working together to complete the training module for MRP Recruiters. The Training includes a session on hiring disabled veterans.
 - Collaboration between the Talent Acquisition and Retention Branch and HRD Operations and Policy Directorate in strategically advertising positions to coincide with attended career fairs and annual conferences in order to maximize efforts to market veterans' employment.
 - For each event attended the Talent Acquisition and Recruitment (TAR) Branch takes a list of open vacancy announcements nationwide and local to the specific area for the information and discussion with attendees. To date the events have included the following: Henderson Hall – Education and Career Fair, 2010 Veterans Extravaganza, Recruit Military Career Fair, Careers and the disabled Career Expo, and the "Hiring Our Heroes" Job Fair.
 - Further encourage leadership commitment by providing agency sponsored programs designed to educate managers, supervisors and human resource managers on ways to use the Schedule A hiring authority to recruit and hire talented individuals with disabilities.
 - During the new managers FAHRM training they are informed that supplementary training is available for the Schedule A Hiring Authority. The training is not yet loaded on AgLearn, but it will be available shortly.
 - The HR News Bulletin continues to include information on the Schedule A hiring process.
 - HRD actively promotes the Schedule A (u) hiring authority to Agency Management and provides consultation services to managers who are interested in non-competitively hiring individuals with disabilities. .
 - Partner with employees who are veterans with disabilities to participate in recruitment, outreach, and other employment programs, as consultants, role models, and as recruitment/outreach personnel.
 - Disabled Veterans, within APHIS programs, in collaboration with the VEP and the TA&R branch actively participate in recruitment and outreach efforts throughout the agency.
 - Disabled Veterans within the agency have reached out to the VEP and provided consultation and advice during the VEP monthly meetings. During these meetings Disabled Veterans are invited to attend upcoming outreach and recruitment events with the approval of their supervisors.
 - Make reasonable accommodations and Work Life Wellness (WLW) information available to disabled veteran applicants during the recruitment process.
 - WLW has a packet available which is used for incoming personnel. Recruiters will take a copy of this packet with them to future recruitment and outreach events.
 - CREC and HR will partner in working with NISH Affiliated community Rehabilitation Programs to provide a more grassroots approach to the Agency's outreach/recruitment efforts. This will also broaden the Agency's marketing

techniques for veterans' employment.

- CREC and HR have partnered with Goodwill, a NISH Affiliated program to provide a more grassroots approach to the Agency's outreach/recruitment efforts.
- Expand the information gateway by promoting the newly signed Post 9/11 GI Bill. This bill provides current veteran employees funding for educational opportunities to improve their ability to succeed at work. It is funded by the Department of Veterans Affairs.
 - WLW continues to provide a copy of the Federal Benefits for Veterans Dependents & Survivors to APHIS programs. The manual provides information about the Post 9/11 GI Bill.
 - VEPMs continue to provide information about the Post 9/11 GI Bill within their program areas.
- Increase the information gateway by making veteran employees aware of career opportunities and procedures to follow for positions under the Federal Career Intern Program and through Delegated Examining Unit vacancy announcements. These opportunities may provide career advancement beyond the current full potential level of their current positions.
 - VEPMs and MRP Representatives provide information concerning the new Pathways Programs as a result of the canceled FCIP program (March 2010). Veterans are informed of their rights/requirements to apply through these revised student programs.
- Ensure management identifies disabled veterans on selection certificates, especially those who are 30% or more disabled, who possess the requisite skills and abilities.
 - The APHIS Staffing Representative continues to insure that disabled veterans are identified on selection certificates.
- Increase leadership commitment by encouraging senior leadership to include the status of hiring and advancement of disabled veterans on the agenda of recurring staff meetings.
 - The National VEP provides status of hiring and advancement of disabled veterans when attending staff meetings.
 - VEPMs are provided specific program information, upon request to provide to leadership within their programs. VEPMs continue to encourage leadership to include the status of hiring and advancement of disabled veterans on the agenda during staff meetings.

PLANNED STRATEGIES AND ACTIVITIES TOWARD RECRUITMENT OF PERSONS WITH TARGETED DISABILITIES:	TARGET DATE (Must be Specific)
FY 2012 USDA, Animal and Plant Health Inspection Service	
Communicate recruitment strategies to managers, supervisors and Equal Employment Opportunity collateral duty officials.	9/30/2012
Maintenance of the Veterans Emphasis Programs which are designed to promote employment, advancement, development, and retention of veterans.	9/30/2012
Collaboration/partnership between HRD, CREC with designated Disability Employment Program Managers and Veterans Emphasis Program Managers to research and focus on various opportunities to target disabled veterans for employment opportunities.	9/30/2012
Continue ongoing education and information campaigns to publicize the two special appointment authorities that apply to veterans (Veterans Recruitment Appointment and noncompetitive or direct appointment of a 30% or more disabled veteran).	9/30/2012
Utilize the special hiring authorities, job development and mentoring programs for veterans.	9/30/2012
Maintain contacts with vocational rehabilitation offices, state employment offices, veterans' organizations, colleges/universities, veteran-targeted career fairs, and other facilities to obtain applications from disabled veterans.	9/30/2012
Coordinate outreach activities when vacancies occur, particularly those amenable to external recruitment.	9/30/2012
Educate and emphasize the importance of recruiting disabled veterans to management staff and hiring officials when advising them of best hiring practices.	9/30/2012
Provide recruiters with proper training and the necessary tools to achieve recruitment goals and function effectively at career fairs and annual conferences aimed specifically at hiring disabled veterans.	9/30/2012
Enhance the collaboration between the HR Talent Branch and the HR Operations and Policy Directorate in strategically advertising positions to coincide with attended career fairs and annual conferences.	9/30/2012
Provide agency sponsored programs designed to educate managers, supervisors and human resources managers on ways to use the Schedule A hiring authority to recruit and hire talented individuals with disabilities.	9/30/2012
Partner with employees who are veterans with disabilities to participate in recruitment, outreach, and other employment programs, as consultants, role models, and as recruitment/outreach personnel.	9/30/2012
Make reasonable accommodations and Work Life Wellness (WLW) information available to disabled veterans.	9/30/2012

applicants during the recruitment process. Through WLW, veterans have access to WorkLife4You, an agency-paid benefit which offers counseling.	
Provide information and referrals to assist military families facing military deployment or those eagerly awaiting the return of family members. The WLW committees will continue to provide presentations by veterans and military personnel to help educate non-veterans on the needs of veterans returning to the civilian workplace.	9/30/2012
Partner with NISH Affiliated Community Rehabilitation Programs to provide a more grassroots approach to the mission area's outreach/recruitment efforts.	9/30/2012

APHIS Data Analysis FY 2011

Workforce Profile

The APHIS total workforce decreased from 8,903 in FY2010 to 8,638 in FY2011, a net decrease of -265. Of the -265 decrease, 67% (-177) are males and 33% (-88) are females. White males represent the majority of the APHIS workforce with 43.7% (3,775) representation, followed by White females with 28.7% (2,479); Hispanic males 6.85% (592) and Hispanic females represent 3.74% (323); Black males with 3.16% (273) and Black females with 5.02% (434); Asian males 3.8% (328) and Asian females 1.76% (152); Native Hawaiian or Other Pacific Islander (NHOPI) male represents 0.71% (61) and NHOPI females .23% (20); American Indian males with .61% (53) and American Indian females with .34% (29); Two or more races male .80% (69) and Two or more races female .57% (49). APHIS is below the Civilian Labor Force (CLF) and underrepresented in the categories of: Black males and females, Hispanic females and White females.

Hispanic Employees

Total employment for Hispanics in FY2011 was 915 or 10.2% of the total APHIS employment. Of the total employees with a TD 9 or 11.5% (5 males and 4 females) were Hispanic. There were 2 Separations (2 females) among Hispanics with a TD, and no Hispanic New Hires with a TD. ***Hispanic females are under-represented by (-.76%) as compared to the CLF. There is no underrepresentation among Hispanic males.***

African American Employees

Total employment for African Americans in FY2011 was 707 or 8.2% of the total APHIS employment. Of the total employees with a TD 6 or 7.7% (1 male and 5 females) were African American. Among the total New Hires for FY2011 were 3 African Americans with a TD (2 males and 1 female). There was 1 Separation (1 male) among African Americans with a TD. ***African American women are underrepresented by -0.68% and African American Men by -1.64% as compared to the CLF.***

Asian Employees

Total employment for Asians in FY2011 was 480 or 5.6% of the total APHIS employment. Of the total employees with a TD 3 or 3.8% (3 males) were Asian. Among the total New Hires for FY2011, 1 was Asian (1 male). There were no Separations among Asian employees with a TD. ***There is no underrepresentation among Asian males or females when compared to the CLF.***

AI/NA Employees

Total employment for AI/NA in FY2011 was 82 or .95% of the total APHIS employment. Of the total employees with a TD there was 1 or 1.3% AI/NA female. There were no New Hires or Separations among AI/NA with a TD during FY2011. ***There is no underrepresentation among Asian males or females when compared to the CLF.***

NAOPI Employees

Total employment for NAOPI in FY2011 was 81 or .94%. Of that total there were no NAOPI employees with a TD. ***There is no underrepresentation among NAOPI males or females when compared to the CLF.***

White Employees

Total employment for White males and females in FY2011 was 6,254 or 72% of the total APHIS employment. Of the total employees with a TD 57 or 73% were White (31 males and 26 females). Among the total New Hires for FY2011 were 3 White males and 5 White females with a TD. There were 8 Separations, (6 White males and 2 White females) with a TD. ***White females are underrepresented by (-5.0%) as compared to the CLF. There is no underrepresentation among White males.***

Data Source: NFC Online Reporting Center – October 24, 2011

Workforce Data Tables

Tables A-1 through A-14

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSPECTION SERVICE

Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Year = FY 2011

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE				RACE/ETHNICITY													
					Hispanic or Latino				Non-Hispanic or Latino									
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Male	Female		
TOTAL	# 6,072	3,289	2,783	377	222	2,404	2,013	231	392	221	109	14	4	31	20	11	22	
%	100%	54.17%	45.83%	6.21%	3.66%	39.59%	33.15%	3.80%	6.46%	3.64%	1.80%	0.23%	0.07%	0.51%	0.33%	0.18%	0.36%	
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Office of Administrator	# 36	10	26	0	1	3	8	6	15	1	1	0	0	0	0	0	1	
Policy & Program Development	# 118	39	79	2	3	30	59	6	14	1	3	0	0	0	0	0	0	
Legislative and Public Affairs	# 73	18	55	1	1	14	33	3	20	0	1	0	0	0	0	0	0	
MRP Business Services	# 703	286	417	22	8	193	287	5	105	8	12	0	0	4	2	2	3	
International Services	# 98	52	46	9	7	33	23	7	14	3	2	0	0	0	0	0	0	
Plant Protection and Quarantine	# 2,246	1,379	867	223	137	880	570	85	75	167	62	11	4	9	11	4	7	
Veterinary Services	# 1,817	890	927	96	55	700	737	54	107	21	19	1	0	14	4	4	5	
Animal Care	% 194	73	121	3	2	61	96	5	18	3	1	0	1	3	0	1	1	
Wildlife Services	% 711	512	199	19	7	469	173	6	10	12	5	2	0	3	0	1	4	
Biotecnology & Regulatory Services	% 76	30	46	2	1	21	27	2	14	5	3	0	0	0	0	1	1	
	100%	39.47%	60.53%	2.63%	1.32%	27.63%	35.53%	2.63%	18.42%	6.58%	3.95%	0%	0%	0%	0%	0%	1.32%	

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex

Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE				RACE/ETHNICITY											
					Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers	#	145	102	43	6	3	84	30	8	4	1	0	0	0	0	
- Executive/Senior Level or Above (Grades 15 and Above)	%	100%	70.34%	29.66%	4.14%	2.07%	57.93%	20.69%	5.52%	2.76%	0.69%	0%	0%	0%	0.69%	
- Mid-Level (Grades 13-14)	#	409	262	147	13	6	224	114	13	19	7	0	0	5	1	
- First Level (Grades 12 and Below)	#	128	102	26	15	3	72	21	3	2	11	0	0	1	0	
- Other	#	750	218	532	16	18	146	362	43	131	7	13	0	0	5	
2. Officials and Managers	%	100%	29.07%	70.93%	2.13%	2.40%	19.47%	48.27%	5.73%	17.47%	0.93%	1.73%	0%	0.67%	0.40%	
Officials and Managers	#	1,432	684	748	50	30	526	527	67	160	29	21	0	0	11	4
Total	%	100%	47.77%	52.23%	3.49%	2.09%	36.73%	36.80%	4.68%	11.17%	2.03%	1.47%	0%	0.77%	0.28%	0.42%
2. Professionals	#	2,783	1,722	1,061	161	85	1,296	791	114	106	129	60	5	1	11	10
Professionals	%	100%	61.88%	38.12%	5.79%	3.05%	46.57%	28.42%	4.10%	3.81%	4.64%	2.16%	0.18%	0.04%	0.40%	0.13%
3. Technicians	#	892	583	309	117	44	376	239	23	12	52	10	8	2	5	1
Technicians	%	100%	65.36%	34.64%	13.12%	4.93%	42.15%	26.79%	2.58%	1.35%	5.83%	1.12%	0.90%	0.22%	0.56%	0.11%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	731	132	599	17	58	86	400	16	111	8	18	1	1	3	4
Administrative Support Workers	%	100%	18.06%	81.94%	2.33%	7.93%	11.76%	54.72%	2.19%	15.18%	1.09%	2.46%	0.14%	0.41%	0.55%	0.14%
6. Craft Workers	#	22	22	0	10	0	12	0	0	0	0	0	0	0	0	0
Craft Workers	%	100%	100%	0%	45.45%	0%	54.55%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	#	34	31	3	3	0	26	2	1	0	1	0	0	1	0	0
Operatives	%	100%	91.18%	8.82%	0%	76.47%	5.88%	2.94%	0%	2.94%	0%	0%	0%	2.94%	0%	0%
8. Laborers and Helpers	#	29	18	11	6	1	11	8	1	1	0	0	0	0	0	0
Laborers and Helpers	%	100%	62.07%	37.93%	20.69%	3.45%	37.93%	27.59%	3.45%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	117	71	46	12	3	51	42	5	1	1	0	1	1	0	0
Service Workers	%	100%	60.68%	39.32%	10.26%	2.56%	43.55%	35.90%	4.27%	0.85%	0.85%	0%	0%	0.85%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex

Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE				RACE/ETHNICITY								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
			Hispanic or Latino		Black or African American				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	145	102	43	6	84	30	8	4	2	0	0	0	0	0	0	1	
%	2.39%	3.10%	1.55%	1.59%	0.90%	3.49%	1.49%	3.46%	2.04%	1.81%	1.83%	0%	0%	0%	0%	0%	4.55%	
- Mid-Level (Grades 13-14)	#	409	262	147	13	6	224	114	13	19	7	7	0	0	5	1	0	0
%	6.74%	7.97%	5.28%	3.45%	2.70%	9.32%	5.66%	5.63%	4.85%	3.17%	6.42%	0%	0%	16.13%	5.00%	0%	0%	
- First Level (Grades 12 and Below)	#	128	102	26	15	3	72	21	3	2	11	0	0	0	1	0	0	0
%	2.11%	3.10%	0.93%	3.98%	1.35%	3.00%	1.04%	1.30%	0.51%	4.98%	0%	0%	0%	3.23%	0%	0%	0%	
- Other Officials and Managers	#	750	218	532	13	17	149	363	43	131	7	13	0	0	5	3	1	5
%	12.35%	6.63%	19.12%	3.45%	7.66%	6.20%	18.03%	18.61%	33.42%	3.17%	11.93%	0%	0%	16.13%	15.00%	9.09%	22.73%	
Officials and Managers	#	1,432	684	748	47	28	529	67	60	29	22	0	0	11	4	1	6	
Total	%	23.58%	20.80%	26.88%	12.47%	12.61%	22.00%	26.23%	29.00%	40.82%	13.12%	20.18%	0%	35.48%	20.00%	9.09%	27.27%	
2. Professionals	#	2,783	1,722	1,061	159	84	1,298	792	114	106	129	60	5	1	11	10	6	
%	45.83%	52.36%	38.12%	42.18%	37.84%	53.99%	39.34%	49.35%	27.04%	58.37%	55.05%	35.71%	25.00%	35.48%	50.00%	54.55%	36.36%	
3. Technicians	#	892	583	309	116	44	377	239	23	12	52	10	8	2	5	1	2	
%	14.69%	17.73%	11.10%	30.77%	19.82%	15.68%	11.87%	9.96%	3.06%	23.55%	9.17%	57.14%	50.00%	16.13%	5.00%	18.18%	4.55%	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
5. Administrative Support Workers	#	731	132	599	17	57	86	401	16	111	8	18	1	1	3	4	1	6
%	12.04%	4.01%	21.52%	4.51%	25.66%	3.58%	19.92%	6.93%	28.32%	3.62%	16.51%	7.14%	25.00%	9.68%	20.00%	9.09%	18.18%	4.55%
6. Craft Workers	#	22	22	0	10	0	12	0	0	0	0	0	0	0	0	0	0	0
%	0.36%	0.67%	0%	2.65%	0%	0.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
7. Operatives	#	34	31	3	0	26	2	1	0	1	0	0	0	1	0	0	0	
%	0.56%	0.94%	0.11%	0.80%	0%	1.08%	0.10%	0.43%	0%	0.45%	0%	0%	0%	5.00%	0%	0%	0%	
8. Laborers and Helpers	#	29	18	11	6	1	11	8	1	1	0	0	0	0	0	0	1	
%	0.48%	0.55%	0.40%	1.59%	0.45%	0.46%	0.40%	0.43%	0.26%	0%	0%	0%	0%	0%	0%	0%	4.55%	
9. Service Workers	#	117	71	46	12	3	51	42	5	1	0	0	1	0	1	0	0	
%	1.93%	2.16%	1.65%	3.18%	1.35%	2.12%	2.09%	2.16%	0.26%	0.45%	0%	0%	0%	3.23%	0%	0%	0%	
TOTAL	%	6,072	3,289	2,783	377	222	2,404	2,013	231	392	109	14	4	31	20	11	22	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSPECTION SERVICE

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSPECTION SERVICE

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2011

U.S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table A4-2: Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSPECTION SERVICE

Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSPECTION SERVICE

Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE		RACE/ETHNICITY															
				Hispanic or Latino				Black or African American				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
				All	Male	Female	Male	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-01	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0
WG-02	%	2.29%	2.75%	0%	4.35%	0%	2.63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	#	8	7	1	4	0	3	1	0	0	0	0	0	0	0	0	0	0	0
WG-03	%	6.11%	6.42%	4.55%	17.39%	0%	3.9%	5.88%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	#	9	5	4	0	1	5	3	0	0	0	0	0	0	0	0	0	0	0
WG-04	%	6.87%	4.59%	18.18%	0%	50.00%	6.55%	17.65%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	#	52	42	10	6	1	27	8	7	0	2	0	0	0	0	0	0	0	1
WG-05	%	39.69%	38.53%	45.45%	26.09%	50.00%	35.55%	47.06%	100%	0%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	#	22	16	6	1	0	15	4	0	1	0	0	0	0	0	0	0	1	0
WG-06	%	16.79%	14.68%	27.27%	4.35%	0%	19.74%	23.53%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	#	9	8	1	0	0	7	1	0	0	1	0	0	0	0	0	0	0	0
WG-07	%	6.87%	7.34%	4.55%	0%	0%	9.21%	5.88%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
WG-08	%	2.29%	2.75%	0%	0%	0%	3.95%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	#	6	6	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
WG-09	%	4.58%	5.50%	0%	13.04%	0%	3.95%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	#	15	15	0	8	0	7	0	0	0	0	0	0	0	0	0	0	0	0
WG-10	%	11.45%	13.76%	0%	34.78%	0%	9.21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0
WG-11	%	3.05%	3.67%	0%	0%	0%	5.26%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-12	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-13	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-14	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-15	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other unspecified WG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	131	109	22	23	2	76	17	1	3	0	0	0	0	1	0	1	1	100%
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSPECTION SERVICE
Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2011

WD/WG, WL/WS, and Other Wage Grades	TOTAL WORKFORCE		RACE/ETHNICITY														
			Hispanic or Latino				Black or African American				Asian				Native Hawaiian or Other Pacific Islander		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	8	8	0	6	0	2	0	0	0	0	0	0	0	0	0	0
	%	5.23%	7.84%	0%	10.34%	0%	8.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	#	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.31%	0.98%	1.96%	1.72%	0%	3.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	#	126	82	44	45	28	18	11	0	1	16	3	0	0	0	1	3
	%	82.35%	80.39%	86.27%	77.59%	93.33%	72.00%	78.57%	0%	100%	100%	0%	0%	0%	0%	33.33%	100%
WG-04	#	6	2	4	1	1	1	1	0	0	0	0	0	0	0	2	0
	%	3.92%	1.96%	7.84%	1.72%	3.33%	4.00%	7.14%	0%	0%	0%	0%	0%	0%	0%	66.37%	0%
WG-05	#	11	9	2	5	0	4	2	0	0	0	0	0	0	0	0	0
	%	7.19%	8.82%	3.92%	8.62%	0%	16.00%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other unspecified W	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	153	102	51	58	30	25	14	0	1	16	3	0	0	3	3	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm.

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2011

SERIES/JOB TITLE	TOTAL WORKFORCE		Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Non-Hispanic or Latino	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	11	6	5	0	0	5	1	0	0	0	0	0	0
0018 - SAFETY & OCC	# %	100%	54.55%	45.45%	0%	0%	45.45%	45.45%	9.09%	0%	0%	0%	0%	0%
Occupational CLF														
0019 - SAFETY TECHN	# %	100%	100%	0%	0%	0%	0%	0%	66.67%	0%	0%	0%	0%	0%
Occupational CLF														
0028 - ENVIRONMENT	# %	100%	50.00%	50.00%	0%	0%	33.33%	44.44%	11.11%	5.56%	5.56%	0%	0%	33.33%
Occupational CLF														
0029 - ENVIRONMENT	# %	100%	0%	100%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Occupational CLF														
0080 - SECURITY ADVI	# %	100%	72.73%	27.27%	18.18%	0%	54.55%	9.09%	0%	18.18%	0%	0%	0%	0%
Occupational CLF														
0086 - SECURITY CLE	# %	100%	25.00%	75.00%	0%	0%	25.00%	75.00%	0%	0%	0%	0%	0%	0%
Occupational CLF														
0110 - ECONOMIST	# %	100%	54.17%	45.83%	4.17%	8.33%	45.83%	20.83%	0%	8.33%	4.17%	8.33%	0%	0%
Occupational CLF														
0150 - GEOGRAPHY	# %	100%	58.82%	41.18%	0%	0%	58.82%	41.18%	0%	0%	0%	0%	0%	0%
Occupational CLF														
0199 - SOCIAL SCIEN	# %	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF														
0201 - HUMAN RESOU	# %	100%	30.53%	69.47%	0%	0%	23.16%	49.47%	5.26%	17.89%	1.05%	2.11%	0%	1.05%
Occupational CLF														
0203 - HUMAN RESOU	# %	100%	18.92%	81.08%	0%	0%	13.51%	70.27%	2.70%	8.11%	0%	2.70%	0%	2.70%
Occupational CLF														
0250 - EQUAL OPPORT	# %	100%	16	3	13	0	0	1	2	1	0	1	0	0

Occupational CLF	
0391 - TELECOMMUN	# 17
%	100% 64.71%
Occupational CLF	6 0
0399 - ADMINISTRAT	# 11
%	100% 9.09%
Occupational CLF	10 0
0401 - GENERAL BIOL	# 1,249
%	100% 68.45%
Occupational CLF	394 55
0403 - MICROBIOLOC	# 90
%	100% 37.78%
Occupational CLF	34 0
0404 - BIOLOGICAL S	# 283
%	100% 59.01%
Occupational CLF	116 15
0405 - PHARMACOLO	# 1
%	100% 100%
Occupational CLF	1 0
0408 - ECOLOGY	# 5
%	100% 40.00%
Occupational CLF	2 3
0410 - ZOOLOGY	# 1
%	100% 0%
Occupational CLF	1 0
0413 - PHYSIOLOGY	# 2
%	100% 0%
Occupational CLF	0 2
0414 - ENTOMOLOGY	# 105
%	100% 70.48%
Occupational CLF	74 31
0421 - PLANT PROTEC	# 232
%	100% 69.83%
Occupational CLF	162 70
0430 - BOTANY	# 16
%	100% 75.00%
Occupational CLF	12 2
0434 - PLANT PATHOI	# 52
%	100% 65.38%
Occupational CLF	34 18
0437 - HORTICULTUR	# 2
%	100% 0%
Occupational CLF	0 0
0440 - GENETICS	# 2
%	100% 50.00%
Occupational CLF	1 1

Occupational CLF										
1084 - VISUAL INFOR	#	5	2	3	0	0	1	2	1	0
Occupational CLF	%	100%	40.00%	60.00%	0%	0%	20.00%	40.00%	20.00%	0%
1087 - EDITORIAL AS	#	3	0	3	0	0	3	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	100%	0%	0%	0%
1099 - INFORMATION	#	1	0	0	0	0	1	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	100%	0%	0%	0%
1101 - GENERAL BUS	#	12	7	5	1	1	4	1	2	3
Occupational CLF	%	100%	58.33%	41.67%	8.33%	8.33%	33.33%	8.33%	16.67%	25.00%
1102 - CONTRACTING	#	19	8	11	0	1	6	5	2	4
Occupational CLF	%	100%	42.11%	57.89%	0%	5.26%	31.58%	26.32%	10.53%	21.05%
1105 - PURCHASING	#	10	2	8	0	0	2	6	0	1
Occupational CLF	%	100%	20.00%	80.00%	0%	0%	20.00%	60.00%	0%	10.00%
1106 - PROCUREMENT	#	6	3	3	0	0	1	3	2	0
Occupational CLF	%	100%	50.00%	50.00%	0%	0%	16.67%	50.00%	33.33%	0%
1140 - TRADE SPECIAL	#	9	3	6	0	4	3	2	0	0
Occupational CLF	%	100%	33.33%	66.67%	0%	44.44%	33.33%	22.22%	0%	0%
1160 - FINANCIAL AN	#	1	0	1	0	0	1	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	100%	0%	0%	0%
1170 - REALTY	#	7	3	4	1	0	2	4	0	0
Occupational CLF	%	100%	42.86%	57.14%	14.29%	0%	28.57%	57.14%	0%	0%
1176 - BUILDING MAI	#	2	0	2	0	0	1	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	50.00%	0%	50.00%	0%
1311 - PHYSICAL SCI	#	7	2	5	0	0	1	3	1	2
Occupational CLF	%	100%	28.57%	71.43%	0%	0%	14.29%	42.86%	14.29%	28.57%
1320 - CHEMISTRY	#	14	9	5	0	0	9	4	0	0
Occupational CLF	%	100%	64.29%	35.71%	0%	0%	64.29%	28.57%	0%	7.14%
1370 - CARTOGRAPHY	#	3	2	1	0	0	2	1	0	0
Occupational CLF	%	100%	66.67%	33.33%	0%	0%	66.67%	33.33%	0%	0%
1371 - CARTOGRAPHY	#	1	1	0	0	1	0	0	0	0
Occupational CLF	%	100%	100%	0%	0%	100%	0%	0%	0%	0%

1410 - LIBRARIAN	#	4	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1412 - TECHNICIAN 1	#	5	1	4	0	0	0	4	0	0	0	0	0	0	1	0	0	0	0
Occupational CLF	%	100%	20.00%	80.00%	0%	0%	0%	80.00%	0%	0%	0%	0%	0%	0%	20.00%	0%	0%	0%	0%
1421 - ARCHIVES TEC	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1515 - OPERATIONS	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1529 - MATHEMATICIAN	#	8	5	3	0	0	4	3	0	0	0	1	0	0	0	0	0	0	0
Occupational CLF	%	100%	62.50%	37.50%	0%	0%	50.00%	37.50%	0%	0%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%
1530 - STATISTICIAN	#	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	80.00%	20.00%	0%	0%	80.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1603 - EQUIPMENT, F	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1640 - FACILITY OPE	#	8	7	1	0	0	6	1	1	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	87.50%	12.50%	0%	0%	75.00%	12.50%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1654 - PRINTING MAI	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1670 - EQUIPMENT S	#	9	0	1	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	11.11%	0%	88.89%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1701 - GENERAL EDU	#	7	2	5	0	0	1	4	1	1	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	28.57%	71.43%	0%	0%	14.29%	57.14%	14.29%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1702 - EDUCATION &	#	27	5	22	0	1	3	16	2	3	0	1	0	0	0	0	0	0	1
Occupational CLF	%	100%	18.52%	81.48%	0%	3.70%	11.11%	59.26%	7.41%	11.11%	0%	3.70%	0%	0%	0%	0%	0%	0%	3.70%
1712 - TRAINING INS	#	62	33	29	4	4	23	20	5	3	1	2	0	0	0	0	0	0	0
Occupational CLF	%	100%	53.23%	46.77%	6.45%	6.45%	37.10%	32.26%	8.08%	4.84%	1.61%	3.23%	0%	0%	0%	0%	0%	0%	0%
1801 - GENERAL INST	#	33	9	24	2	1	3	14	3	8	1	0	0	0	0	0	0	0	1
Occupational CLF	%	100%	27.27%	72.73%	6.06%	3.03%	9.09%	42.44%	9.09%	24.24%	3.03%	0%	0%	0%	0%	0%	0%	0%	3.03%
1802 - COMPLIANCE	#	18	4	14	0	1	3	13	1	0	0	0	0	0	0	0	0	0	0
Occupational CLF	%	100%	22.22%	77.78%	0%	5.56%	16.67%	72.22%	5.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1805 -	#	6	2	4	0	1	2	2	0	1	0	0	0	0	0	0	0	0	0

Occupational CLF										
3111 - SEWING MACH	#	1	0	1	0	0	0	1	0	0
Occupational CLF	%	100%	0%	100%	0%	0%	0%	100%	0%	0%
3414 - MACHINING	#	3	3	0	2	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	66.67%	0%	33.33%	0%	0%	0%
3502 - LABORING	#	4	4	0	2	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	50.00%	0%	50.00%	0%	0%	0%
3511 - LABORATORY	#	6	5	1	0	0	5	1	0	0
Occupational CLF	%	100%	83.33%	16.67%	0%	0%	83.33%	16.67%	0%	0%
3566 - CUSTODIAL W	#	1	1	0	0	0	1	0	0	0
Occupational CLF	%	100%	100%	0%	0%	0%	100%	0%	0%	0%
3703 - WELDERS	#	1	1	0	1	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	100%	0%	0%	0%	0%	0%
3806 - SHEET METAL	#	1	1	0	1	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	100%	0%	0%	0%	0%	0%
4206 - PLUMBING	#	1	1	0	1	0	0	0	0	0
Occupational CLF	%	100%	100%	0%	100%	0%	0%	0%	0%	0%
4742 - UTILITY SYSTEM	#	8	7	1	1	0	6	0	0	0
Occupational CLF	%	100%	87.50%	12.50%	12.50%	0%	75.00%	0%	0%	0%
4749 - MAINTENANCE	#	12	12	0	2	0	9	0	0	0
Occupational CLF	%	100%	100%	0%	16.67%	0%	75.00%	0%	0%	0%
5001 -	#	27	24	3	1	0	17	3	5	0
Occupational CLF	%	100%	88.89%	11.11%	3.70%	0%	62.96%	11.11%	18.52%	0%
5003 - GARDENING	#	3	2	1	0	0	2	0	1	0
Occupational CLF	%	100%	66.67%	33.33%	0%	0%	66.67%	0%	33.33%	0%
5031 - INSECTS PROF	#	8	5	3	4	1	1	2	0	0
Occupational CLF	%	100%	62.50%	37.50%	50.00%	12.50%	12.50%	25.00%	0%	0%
5048 - ANIMAL CARE	#	21	11	10	3	1	7	8	1	0
Occupational CLF	%	100%	52.38%	47.62%	14.29%	4.76%	33.33%	38.10%	4.76%	0%
5301 -	#	3	3	0	0	0	3	0	0	0
Occupational CLF	%	100%	100%	0%	0%	0%	100%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSP.SERV.
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)
Year = FY 2011

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

		Total		Hispanic or Latino		Non- Hispanic or Latino		Native		American		Two or More Races		
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0401 Biological Scientist														
Total Received	#	3880												
Voluntarily Identified	%	100%	63.31%	36.19%	1274	320	205	1361	781	260	150	256	95	
Qualified of those Identified	#	2862	1794	1068	241	162	1085	667	206	120	224	86	7	
Selected of those Identified	#	42	18	24	4	12	12	11	1	0	1	0	0	
CILF			55.90%	44.10%	1.90%	2.10%	47.30%	35.00%	1.20%	1.80%	4.10%	0.00%	0.00%	
Job Title/Series: 0404 Biological Science Technician														
Total Received	#	2551												
Voluntarily Identified	%	100%	54.45%	45.55%	1100	113	161	1002	738	84	137	61	39	
Qualified of those Identified	#	2264	1218	1036	105	154	927	693	76	127	58	38	2	
Selected of those Identified	#	14	9	5	0	4	7	1	0	0	0	0	0	
CILF			49.10%	51.00%	2.80%	4.80%	35.80%	34.00%	3.70%	4.50%	4.80%	6.40%	0.20%	
Job Title/Series: 0421 Plant Protection Technician														
Total Received	#	1067												
Voluntarily Identified	%	100%	63.72%	36.28%	20.85%	12.59%	34.22%	19.76%	4.23%	2.06%	2.56%	0.79%	0.10%	
Qualified of those Identified	#	943	597	346	191	117	329	193	33	19	25	7	1	
Selected of those Identified	#	15	11	4	8	3	3	1	0	0	0	0	0	
CILF			49.10%	51.00%	2.80%	4.80%	35.80%	34.00%	3.70%	4.50%	4.80%	6.40%	0.20%	
Job Title/Series: 0486 Biologist, Wildlife														
Total Received	#	1067												
Voluntarily Identified	%	100%	63.31%	36.69%	20.25%	12.41%	34.89%	20.47%	3.50%	2.01%	2.65%	0.74%	0.11%	
Qualified of those Identified	#	943	597	346	191	117	329	193	33	19	25	7	1	
Selected of those Identified	#	15	11	4	8	3	3	1	0	0	0	0	0	
CILF			49.10%	51.00%	2.80%	4.80%	35.80%	34.00%	3.70%	4.50%	4.80%	6.40%	0.20%	

Total Received	#	1268
Voluntarily Identified	#	1171
%	100%	69.00%
Qualified of those Identified	#	950
%	100%	68.53%
Selected of those Identified	#	18
%	100%	94.44%
CLF		55.90%
Job Title/Series: 0701 Veterinary Medical Officer		
Total Received	#	1197
Voluntarily Identified	#	1061
%	100%	54.95%
Qualified of those Identified	#	753
%	100%	55.51%
Selected of those Identified	#	27
%	100%	59.26%
CLF		60.50%
Job Title/Series: 0704 Animal Health Technician		
Total Received	#	2198
Voluntarily Identified	#	2119
%	100%	38.04%
Qualified of those Identified	#	1918
%	100%	36.29%
Selected of those Identified	#	8
%	100%	62.50%
CLF		19.30%
Job Title/Series: 2210 Information Technology Specialist		
Total Received	#	1511
Voluntarily Identified	#	1393
%	100%	79.11%
Qualified of those Identified	#	1230
%	100%	79.11%
Selected of those Identified	#	12
%	100%	83.33%
CLF		66.80%

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

Job Title/Series	Total	#	Total		Hispanic or Latino		White		Black or African		Asian		Native		American		Two or More Races		
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0401 Biological Scientist	Total	629																	
Received	#	629																	
Voluntarily Identified	%	100%	570	378	192	62	38	245	131	29	15	33	3	0	0	0	9	5	
Qualified of those identified	%	100%	497	328	169	50	37	211	113	28	11	30	3	0	0	0	1.62%	0.90%	
Selected of those identified	#	9	6	3	0	1	4	1	0	0	2	0	0	0	0	0	9	5	
CLF			55.90%	44.10%	1.90%	2.10%	47.30%	35.00%	1.20%	1.80%	4.10%	4.30%	0.00%	0.00%	0.00%	0.00%	1.84%	1.02%	
Job Title/Series: 0404 Biological Science Technician	Total	1065																	
Received	#	1065																	
Voluntarily Identified	%	100%	996	546	446	34	26	442	361	33	32	19	14	2	2	1	0	17	13
Qualified of those identified	#	904	504	400	34	24	410	324	29	29	13	12	2	0	1	0	15	11	
Selected of those identified	#	14	7	7	0	1	6	3	1	3	0	0	0	0	0	0	0	0	
CLF			49.10%	51.00%	2.80%	4.80%	35.80%	34.00%	3.70%	4.50%	4.80%	6.40%	0.20%	0.00%	0.70%	0.40%	1.10%	0.80%	
Job Title/Series: 0421 Plant Protection Technician	Total	1692																	
Received	#	1692																	
Voluntarily Identified	%	100%	1562	978	584	341	181	496	336	61	39	55	14	2	0	5	1	18	13
Qualified of those identified	#	1468	911	557	321	176	463	319	53	34	53	14	2	0	4	1	15	13	
Selected of those identified	#	29	20	9	10	6	9	2	0	1	1	0	0	0	0	0	0	0	
CLF			49.10%	51.00%	2.80%	4.80%	35.80%	34.00%	3.70%	4.50%	4.80%	6.40%	0.20%	0.00%	0.70%	0.40%	1.10%	0.80%	
Job Title/Series: 0486 Biologist, Wildlife	Total	361																	
Received	#	361																	
Voluntarily Identified	%	100%	338	216	122	6	8	189	100	9	10	6	3	1	0	0	5	1	
Qualified of those identified	#	291	183	108	6	7	159	91	8	7	5	2	1	0	0	4	1	0	
Selected of those identified	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	
CLF			55.90%	44.10%	1.90%	2.10%	47.30%	35.00%	1.20%	1.80%	4.10%	4.30%	0.00%	0.00%	0.40%	0.20%	50.00%	0.00%	
Job Title/Series: 0701 Veterinary Medical Officer	Total	100																	
Received	#	100																	
Voluntarily Identified	%	100%	63.91%	36.09%	1.78%	2.37%	55.92%	29.59%	2.66%	2.96%	1.78%	0.89%	0.30%	0.00%	0.00%	1.48%	0.30%		
Qualified of those identified	#	291	183	108	6	7	159	91	8	7	5	2	1	0	0	4	1		
Selected of those identified	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	1	0		
CLF			55.90%	44.10%	1.90%	2.10%	47.30%	35.00%	1.20%	1.80%	4.10%	4.30%	0.00%	0.00%	0.40%	0.20%	50.00%	0.00%	

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Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex

Year = FY 2011

TYPE OF APPOINTMENT	TOTAL WORKFORCE						RACE/ETHNICITY											
	Hispanic or Latino				Black or African American				Non-Hispanic or Latino				American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Native Hawaiian or Other Pacific Islander	Asian	Male	Female	Male	Female			
PERMANENT	#	181	92	89	9	5	62	64	9	13	6	3	0	0	1	4	3	
	%	100%	50.83%	49.17%	4.97%	2.76%	34.25%	35.36%	4.97%	7.18%	3.31%	1.66%	0%	0%	1.10%	0.55%	2.21%	1.66%
TEMPORARY	#	708	448	260	71	32	309	171	29	31	19	18	0	0	10	3	10	5
	%	100%	63.28%	36.72%	10.03%	4.52%	43.64%	24.15%	4.10%	4.38%	2.68%	2.54%	0%	0%	1.41%	0.42%	1.41%	0.71%
NON- APPROPRIATED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

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

RACE/ETHNICITY																
		Non-Hispanic or Latino														
		Hispanic or Latino							Non-Hispanic or Latino							
		All	Male	Female	Male	Female	Male	Female	White	Black or African	Asian	Native	American	Two or More Races	Asian	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series: 0401 Biological Scientist		Total Received	#	781												
Voluntarily Identified	#	696	457	239	80	49	278	140	39	21	54	24	3	0	2	
%	100%	65.66%	34.34%	11.49%	7.04%	39.94%	20.11%	5.60%	3.02%	7.45%	0.43%	0.00%	0.29%	0.43%	3	
Qualified of those Identified	#	473	310	163	52	30	190	98	24	15	40	18	3	0	2	
%	100%	65.34%	34.46%	10.99%	6.34%	40.17%	20.72%	5.07%	3.17%	8.46%	3.61%	0.63%	0.00%	0.42%	0.21%	
Selected of those Identified	#	34	13	21	3	12	8	1	0	1	1	0	0	0	0	
%	100%	38.24%	61.76%	8.82%	35.29%	23.53%	23.53%	0.00%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	Total Received	100%	69.36%	30.64%	8.81%	3.93%	49.05%	21.98%	3.42%	1.02%	6.62%	2.84%	0.29%	0.07%	0.51%	
Job Title/Series: 0404 Biological Science Technician		Total Received	#	109												0.44%
Voluntarily Identified	#	104	61	43	4	11	44	30	1	2	3	0	0	0	0	
%	100%	58.65%	41.35%	3.85%	10.58%	42.31%	28.85%	0.98%	1.92%	2.88%	0.00%	0.00%	0.00%	0.00%	8.65%	
Qualified of those Identified	#	73	41	32	2	10	29	21	0	1	0	0	0	0	9	
%	100%	56.16%	43.84%	2.74%	13.70%	39.73%	28.77%	0.00%	1.37%	1.37%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	6	2	4	0	3	1	1	0	0	0	0	0	0	1	
%	100%	33.33%	66.67%	0.00%	50.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	Total Received	100%	82.89%	17.11%	1.49%	0.67%	74.34%	14.66%	0.68%	0.14%	2.72%	0.61%	1.02%	0.27%	0.88%	
Job Title/Series: 0421 Plant Protection Technician		Total Received	#	37												0.14%
Voluntarily Identified	#	36	27	9	7	3	16	6	1	0	3	0	0	0	0	
%	100%	75.00%	25.00%	19.44%	8.33%	44.44%	16.67%	2.78%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified of those Identified	#	19	18	1	3	0	12	1	0	0	3	0	0	0	0	
%	100%	94.74%	5.26%	15.79%	0.00%	63.16%	5.26%	0.00%	0.00%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	1	1	0	0	1	0	0	0	0	0	0	0	0	0	
%	100%	100.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	Total Received	100%	65.37%	34.03%	9.03%	6.11%	35.22%	18.71%	2.65%	1.28%	9.85%	3.19%	2.92%	0.91%	0.46%	
Job Title/Series: 0486 Biologist, Wildlife		Total Received	#	127												0.36%
Voluntarily Identified	#	117	109	8	1	0	104	7	0	2	0	1	0	0	1	
%	100%	93.16%	6.84%	0.85%	0.00%	88.89%	5.98%	0.00%	0.00%	1.71%	0.00%	0.85%	0.00%	0.00%	0.85%	
Qualified of those Identified	#	72	66	6	0	0	65	6	0	0	0	0	0	1	0	
%	100%	91.67%	8.33%	0.00%	0.00%	90.28%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	12	12	0	0	0	12	0	0	0	0	0	0	0	0	
%	100%	100.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool	Total Received	100%	88.01%	11.99%	2.40%	0.48%	82.01%	10.55%	0.48%	0.24%	1.44%	0.24%	0.72%	0.00%	0.98%	

Job Title/Series: 0701 Veterinary Medical Officer

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Year = FY 2011

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

Employment Tenure	TOTAL WORKFORCE						RACE/ETHNICITY										
	Hispanic or Latino			Non-Hispanic or Latino			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	
Grade(s) of Vacancy: GS-13																	
Total Applications	#	372	228	144	6	156	76	25	45	9	0	0	2	3	11	5	
%	100%	61.29%	38.71%	6.72%	1.61%	41.94%	20.43%	6.72%	12.10%	2.42%	0.00%	0.54%	0.81%	0.00%	2.86%	1.34%	
Qualified	#	241	152	89	10	119	52	10	21	6	8	0	0	2	2	5	3
%	100%	63.07%	36.93%	4.15%	1.24%	49.38%	21.58%	4.15%	8.71%	2.49%	3.32%	0.00%	0.83%	0.00%	2.07%	1.24%	
Selected	#	20	11	9	1	3	9	6	1	0	0	0	0	0	0	0	0
%	100%	55.00%	45.00%	5.00%	15.00%	45.00%	30.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	100%	55.88%	44.12%	4.55%	2.75%	42.92%	31.93%	3.95%	7.04%	3.26%	1.37%	0.00%	0.00%	0.34%	0.26%	0.86%	0.77%
Grade(s) of Vacancy: GS-14																	
Total Applications	#	213	117	96	11	5	72	34	20	47	10	4	0	1	1	4	4
%	100%	54.93%	45.07%	5.16%	2.35%	33.80%	15.96%	9.39%	22.07%	4.69%	1.88%	0.00%	0.47%	0.00%	0.47%	1.88%	1.88%
Qualified	#	152	81	71	12	3	42	27	16	35	8	4	0	0	1	2	0
%	100%	53.29%	46.71%	7.89%	1.97%	27.63%	17.78%	10.53%	23.03%	5.26%	2.63%	0.00%	0.66%	0.00%	1.32%	0.00%	0.00%
Selected	#	22	11	11	0	0	9	6	0	3	2	1	0	0	0	0	1
%	100%	50.00%	50.00%	0.00%	0.00%	40.91%	27.27%	0.00%	13.64%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%
Relevant Applicant Pool	100%	56.93%	43.07%	2.25%	1.62%	47.57%	32.83%	3.75%	6.62%	2.00%	1.01%	0.00%	0.00%	0.00%	1.25%	0.37%	0.62%
Grade(s) of Vacancy: GS-15																	
Total Applications	#	110	83	27	4	2	49	15	17	7	11	2	0	0	0	2	1
%	100%	75.45%	24.55%	3.64%	1.82%	44.55%	13.64%	15.45%	6.36%	10.00%	1.82%	0.00%	0.00%	0.00%	0.00%	1.82%	0.91%
Qualified	#	96	75	21	3	1	47	14	11	5	11	1	0	0	0	3	0
%	100%	78.13%	21.88%	3.13%	1.04%	48.96%	14.58%	11.46%	5.21%	11.46%	1.04%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%
Selected	#	6	4	2	0	0	2	1	2	0	0	0	0	0	0	0	0
%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	16.67%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	100%	56.01%	43.99%	2.31%	1.48%	46.62%	33.28%	3.46%	5.77%	2.17%	2.14%	0.00%	0.00%	0.82%	0.33%	0.33%	0.99%
Grade(s) of Vacancy: SES																	
Total Applications	#	127	72	55	4	36	22	24	23	4	3	0	0	1	1	2	2
%	100%	56.69%	43.31%	3.94%	3.15%	28.35%	17.32%	18.90%	18.11%	3.15%	2.36%	0.00%	0.00%	0.79%	0.79%	1.57%	1.57%
Qualified	#	47	27	20	3	2	12	6	10	11	1	1	0	0	0	1	0
%	100%	57.45%	42.55%	6.38%	4.26%	25.53%	12.77%	21.28%	23.40%	2.13%	2.13%	0.00%	0.00%	0.00%	0.00%	2.13%	0.00%
Selected	#	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	100%	69.72%	30.28%	2.82%	1.41%	59.15%	19.72%	4.23%	7.75%	2.82%	0.70%	0.00%	0.00%	0.00%	0.00%	0.70%	0.70%

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

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

Employment Tenure		TOTAL WORKFORCE	RACE/ETHNICITY											
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
			All	male	female	male	female	male	female	male	female	male	female	male
Career Development Programs for GS 5 - 12:														
Slots	#	96												
Relevant Pool	%													
Applied	#	96	42	54	1	5	37	39	3	7	0	1	0	0
	%	100%	43.75%	56.25%	1.04%	5.21%	38.54%	40.63%	3.13%	7.29%	0.00%	1.04%	0.00%	0.00%
Participants	#	96	42	54	1	5	37	39	3	7	0	1	0	0
	%	100%	43.75%	56.25%	1.04%	5.21%	38.54%	40.63%	3.13%	7.29%	0.00%	1.04%	0.00%	0.00%
Career Development Programs for GS 13 - 14:														
Slots	#	27												
Relevant Pool	%													
Applied	#	27	23	4	2	14	2	4	0	0	0	0	0	0
	%	100%	85.19%	14.81%	7.41%	51.83%	7.41%	14.81%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%
Participants	#	27	23	4	2	14	2	4	0	0	0	0	0	0
	%	100%	85.19%	14.81%	7.41%	51.83%	7.41%	14.81%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:														
Slots	#	26												
Relevant Pool	%													
Applied	#	29	20	9	2	0	12	5	2	3	4	0	0	0
	%	100%	68.97%	31.03%	6.90%	0.00%	41.38%	17.24%	6.90%	10.34%	13.79%	0.00%	0.00%	0.00%
Participants	#	26	17	9	2	0	9	5	2	3	4	0	0	0
	%	100%	65.38%	34.62%	7.69%	0.00%	34.67%	19.23%	7.69%	11.54%	15.38%	0.00%	0.00%	0.00%

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

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Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Year = FY 2011

RECOGNITION OR AWARD	TOTAL WORKFORCE		RACE/ETHNICITY									
			Hispanic or Latino		Black or African American		Asian		Non-Hispanic or Latino		American Indian or Alaska Native	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TIME-OFF AWARDS - 1-9 HOURS												
Total Time-Off	#	212	98	114	24	15	52	72	15	18	6	1
Awards Given	%	100%	46.23%	53.77%	11.32%	7.08%	24.53%	33.96%	7.08%	8.49%	2.83%	0.47%
Total Hours	1,403	648	755	193	120	331	461	78	132	38	34	8
Average Hours		7	7	8	8	6	6	5	7	6	4	8
TIME-OFF AWARDS - 9+ HOURS												
Total Time-Off	#	419	178	241	6	13	113	170	17	39	34	13
Awards Given	%	100%	42.48%	57.52%	1.43%	3.10%	26.97%	40.57%	4.06%	9.31%	8.11%	3.10%
Total Hours	11,000	4,638	6,362	122	268	2,880	4,313	496	1,134	940	456	90
Average Hours		26	26	20	21	25	25	29	29	28	35	23
CASH AWARDS - \$100 - \$500												
Total Cash Awards	#	1,030	512	518	83	58	370	350	37	84	15	17
Given	%	100%	49.71%	50.29%	8.06%	5.63%	35.92%	33.98%	3.59%	8.16%	1.46%	1.65%
Total Amount	389,642	193,320	196,322	36,127	25,323	156,052	132,419	13,313	28,690	5,209	6,521	0
Average Amount		378	378	379	435	437	368	378	360	342	347	384
CASH AWARDS - \$500+												
Total Cash Awards	#	3,940	1,968	1,972	213	137	1,529	1,438	149	317	51	60
Given	%	100%	49.95%	50.05%	5.41%	3.48%	38.81%	36.50%	3.78%	8.05%	1.29%	1.52%
Total Amount	4,724,648	2,324,346	2,400,302	224,544	150,264	1,840,258	1,759,384	166,361	396,030	62,056	72,641	742
Average Amount		1,199	1,181	1,217	1,054	1,097	1,204	1,223	1,117	1,249	1,211	742
QUALITY STEP INCREASES (QSI)												
Total QSI's Awarded	#	195	94	101	11	7	73	85	5	3	4	4
	%	100%	48.21%	51.79%	5.64%	3.59%	37.44%	43.59%	2.56%	1.54%	2.05%	0%
Total Benefit	717,172	361,326	355,846	15,551	13,981	326,376	324,915	7,679	3,221	9,331	8,897	0
Average Benefit		3,678	3,844	3,523	1,414	1,997	4,471	3,823	1,536	1,074	2,333	2,224

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

Year = FY 2011

TYPE OF SEPARATION	TOTAL WORKFORCE		RACE/ETHNICITY										Two or More Races					
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
VOLUNTARY	#	354	205	149	17	167	109	8	31	8	2	4	0	0	1	0		
	%	100%	57.91%	42.09%	4.80%	1.98%	47.18%	30.79%	2.26%	8.76%	2.26%	0.56%	1.13%	0%	0%	0.28%	0%	
INVOLUNTARY	#	21	12	9	2	0	7	8	2	1	0	0	0	0	0	0	0	
	%	100%	57.14%	42.86%	9.52%	0%	33.33%	38.10%	9.52%	4.76%	4.76%	0%	0%	0%	0%	0%	0%	
TOTAL SEPARATIONS	#	375	217	158	19	7	174	117	10	32	9	2	4	0	0	1	0	
	%	100%	57.87%	42.13%	5.07%	1.87%	46.40%	31.20%	2.67%	8.53%	2.40%	0.53%	1.07%	0%	0%	0.27%	0%	
TOTAL WORKFORCE	#	6,072	3,289	2,783	377	222	2,404	2,013	231	392	221	109	14	4	31	20	11	22
	%	100%	54.17%	45.83%	6.21%	3.66%	39.39%	33.15%	3.80%	6.46%	3.64%	1.80%	0.23%	0.07%	0.51%	0.33%	0.18%	0.36%

Workforce Data Tables

Tables B-1 through B-14

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP. SERV.

Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]
Year = FY 2011

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE		Total by Disability Status			Total for Targeted Disabilities								
	[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine		
	#	%	#	%	#	%	#	%	#	%	#	%		
TOTAL	#	6,072	5,426	129	517	69	7	5	2	10	2	3	28	4
TEEC Federal [Goal]	%	100%	89.36%	2.12%	8.51%	1.14%	0.12%	0.08%	0.03%	0.16%	0.03%	0.05%	0.46%	0.07%
OFFICE OF ADMINISTRATOR	#	36	34	1	1	0	0	0	0	0	0	0	0	0
POLICY & PROGRAM	#	118	110	4	4	2	0	0	1	0	0	0	1	0
DEVELOPMENT	%	100%	93.22%	3.39%	3.39%	1.69%	0%	0%	0.85%	0%	0%	0%	0.85%	0%
LEGISLATIVE AND PUBLIC AFFAIRS STAFF	#	73	66	2	5	1	1	0	0	0	0	0	0	0
MRP BUSINESS SERVICES	#	703	608	13	82	8	0	0	1	2	0	1	1	2
INTERNATIONAL SERVICES	#	98	89	4	5	1	0	0	0	0	0	0	0	0
PLANT PROTECTION AND QUARANTINE	#	2,246	1,967	63	216	30	2	1	1	5	0	3	0	17
VETERINARY SERVICES	#	1,817	1,637	33	147	20	3	0	0	2	2	1	2	0
ANIMAL CARE	#	194	175	4	15	1	0	0	0	0	0	0	1	1
WILDLIFE SERVICES	%	100%	90.09%	1.82%	8.09%	1.10%	0.17%	0.17%	0%	0.11%	0.06%	0.11%	0.39%	0%
BIOTECHNOLOGY REGULATORY SERVICES	#	76	67	0	9	3	1	1	0	0	0	0	1	0
	%	100%	88.16%	0%	11.84%	3.95%	1.32%	1.32%	0%	0%	0%	0%	1.32%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B3-1: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]
Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE	Total by Disability Status			Total for Targeted Disabilities					Total for Targeted Disabilities			
		[05] No Disability	[01] Not Identified	[06-98] Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[82] Complete Paralysis	[79] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
1. Officials and Managers													
- Executive/Senior Level (Grades 15 and Above)	#	145	138	2	5	0	0	0	0	0	0	0	0
%	2.39%	2.54%	1.55%	0.97%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Mid-Level (Grades 13-14)	#	409	370	10	29	7	0	0	1	0	1	0	3
%	6.74%	6.82%	7.75%	5.61%	10.14%	0%	0%	50.00%	0%	50.00%	12.50%	0%	10.71%
- First Level (Grades 12 and Below)	#	128	122	0	6	0	0	0	0	0	0	0	0
%	2.11%	2.25%	0%	1.16%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Other Officials and Managers	#	750	672	18	60	7	0	1	0	1	0	1	1
%	12.35%	12.38%	13.95%	11.61%	10.14%	0%	20.00%	0%	10.00%	0%	12.50%	0%	10.71%
Officials and Managers Total	#	1,432	1,302	30	100	14	0	1	1	1	2	0	6
%	23.58%	24.00%	23.26%	19.34%	20.29%	0%	20.00%	50.00%	10.00%	50.00%	25.00%	0%	21.43%
2. Professionals													
#	2,783	2,498	66	219	25	2	2	1	3	0	4	0	11
%	45.83%	46.04%	51.16%	42.36%	36.23%	28.57%	40.00%	50.00%	30.00%	50.00%	0%	50.00%	39.29%
3. Technicians													
#	892	806	7	79	6	0	0	1	0	1	0	1	0
%	14.69%	14.85%	5.43%	15.28%	8.70%	0%	0%	10.00%	0%	12.50%	0%	14.29%	0%
4. Sales Workers													
#	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers													
#	731	611	19	101	21	5	2	0	5	1	1	2	5
%	12.04%	11.26%	14.73%	19.54%	30.43%	71.43%	40.00%	0%	50.00%	50.00%	12.50%	66.67%	17.86%
6. Craft Workers													
#	22	22	0	0	0	0	0	0	0	0	0	0	0
%	0.36%	0.41%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives													
#	34	31	1	2	0	0	0	0	0	0	0	0	0
%	0.56%	0.57%	0.78%	0.39%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers													
#	29	24	2	3	1	0	0	0	0	0	0	1	0
%	0.48%	0.44%	1.55%	0.58%	1.45%	0%	0%	0%	0%	0%	0%	3.57%	0%
9. Service Workers													
#	117	101	3	13	2	0	0	0	0	0	1	1	0
%	0.48%	0.44%	1.55%	0.58%	1.45%	0%	0%	0%	0%	0%	0%	3.57%	0%
TOTAL	#	6,072	5,426	1,29	517	69	7	5	2	10	2	8	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = FY 2011

GS/GM,SES, and Related Grades	TOTAL WORKFORCE	Total by Disability Status			Total for Targetted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missino Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
GS-01	# 1	0	0	1	0	0	0	0	0	0	0	0	0	0
%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	# 10	9	0	1	0	0	0	0	0	0	0	0	0	0
%	100% 90.00%	100% 0%	100% 0%	100% 0%	100% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	# 12	9	1	2	0	0	0	0	0	0	0	0	0	0
%	100% 75.00%	100% 8.33%	100% 16.67%	100% 0%	100% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	# 115	97	1	17	5	3	1	0	0	0	0	1	0	0
%	100% 84.35%	100% 0.87%	100% 14.78%	100% 4.35%	100% 2.61%	100% 0.87%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	0	0	0
GS-05	# 236	191	8	37	5	0	0	0	2	1	0	1	1	0
%	100% 80.93%	100% 3.39%	100% 15.68%	100% 2.12%	100% 0%	100% 0%	100% 0%	100% 0.85%	100% 0.42%	100% 0.42%	100% 0.42%	100% 0.42%	100% 0.42%	0%
GS-06	# 313	275	5	33	7	1	0	1	0	1	0	1	0	0
%	100% 87.86%	100% 1.60%	100% 10.54%	100% 2.24%	100% 0.32%	100% 0.32%	100% 0%	100% 0.32%	100% 0.32%	100% 0%	100% 0.32%	100% 0%	100% 0%	0%
GS-07	# 624	546	12	66	7	1	0	0	1	0	0	0	0	0
%	100% 87.50%	100% 1.92%	100% 10.58%	100% 1.12%	100% 0.16%	100% 0%	100% 0%	100% 0.16%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	0%
GS-08	# 298	275	3	20	2	0	0	0	1	0	0	0	0	3
%	100% 92.28%	100% 1.01%	100% 6.71%	100% 0.67%	100% 0%	100% 0%	100% 0%	100% 0.34%	100% 0%	100% 0%	100% 0.32%	100% 0%	100% 0.96%	0%
GS-09	# 583	527	14	42	5	0	0	0	2	0	0	0	0	0
%	100% 90.39%	100% 2.40%	100% 7.20%	100% 0.86%	100% 0%	100% 0%	100% 0%	100% 0.34%	100% 0%	100% 0%	100% 0.34%	100% 0%	100% 0.34%	0%
GS-10	# 12	11	0	1	1	0	0	0	0	0	0	0	0	0
%	100% 91.67%	100% 0%	100% 8.33%	100% 8.33%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	0%
GS-11	# 985	867	24	94	11	0	0	0	1	0	2	0	1	0
%	100% 88.02%	100% 2.44%	100% 9.54%	100% 1.12%	100% 0%	100% 0%	100% 0%	100% 0.34%	100% 0%	100% 0.34%	100% 0.34%	100% 0.34%	100% 0.34%	0%
GS-12	# 1,143	1,022	23	98	11	2	1	1	0	2	0	2	1	1
%	100% 89.41%	100% 2.01%	100% 8.57%	100% 0.96%	100% 0.17%	100% 0.17%	100% 0.09%	100% 0.09%	100% 0.09%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%
GS-13	# 791	722	13	56	3	0	0	0	1	0	0	2	0	7
%	100% 91.28%	100% 1.64%	100% 7.08%	100% 0.38%	100% 0%	100% 0%	100% 0%	100% 0.13%	100% 0%	100% 0.13%	100% 0.13%	100% 0.13%	100% 0.13%	0%
GS-14	# 600	550	18	32	9	0	1	1	0	1	1	0	5	0
%	100% 91.67%	100% 3.00%	100% 5.33%	100% 1.50%	100% 0%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	100% 0.17%	0%
GS-15	# 34	32	0	2	0	0	0	0	0	0	0	0	0	0
%	100% 92.91%	100% 0%	100% 5.88%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	100% 0%	0%
All Other	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	# 5,898	5,264	125	509	66	7	5	2	10	2	8	2	26	4
TOTAL	% 100%	89.25%	2.12%	8.63%	1.12%	0.12%	0.08%	0.03%	0.17%	0.14%	0.03%	0.44%	0.07%	0.07%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Temp)

Year = FY 2011

GS/GM,SES, and Related Grades	TOTAL WORKFORCE	Total by Disability Status			Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Complete Paralysis	[82] Partial Paralysis	[79] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
GS-01	# 29	26	1	2	0	0	0	0	0	0	0	0	0	0
GS-01	% 100%	89.66%	3.45%	6.90%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	# 30	28	2	0	0	0	0	0	0	0	0	0	0	0
GS-02	% 100%	93.33%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	# 481	425	8	48	1	0	0	0	0	0	0	0	1	0
GS-03	% 100%	88.36%	1.66%	9.98%	0.21%	0%	0%	0%	0%	0%	0%	0%	0.21%	0%
GS-04	# 184	166	6	12	1	0	0	0	0	0	0	0	0	0
GS-04	% 100%	90.22%	3.26%	6.52%	0.54%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	# 145	134	4	7	1	0	0	0	0	0	0	0	1	0
GS-05	% 100%	92.41%	2.76%	4.83%	0.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-06	# 18	14	1	3	0	0	0	0	0	0	0	0	0	0
GS-06	% 100%	77.78%	5.36%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	# 57	51	2	4	0	0	0	0	0	0	0	0	0	0
GS-07	% 100%	89.47%	3.51%	7.02%	0%	0%	0%	0%	0%	0%	0%	0%	0.69%	0%
GS-08	# 1	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-08	% 100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	# 6	4	1	1	0	0	0	0	0	0	0	0	0	0
GS-09	% 100%	66.67%	16.67%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	# 12	11	0	1	0	0	0	0	0	0	0	0	0	0
GS-11	% 100%	91.67%	0%	8.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	# 8	8	0	0	0	0	0	0	0	0	0	0	0	0
GS-12	% 100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	# 3	3	0	0	0	0	0	0	0	0	0	0	0	0
GS-13	% 100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	# 4	3	0	1	0	0	0	0	0	0	0	0	0	0
GS-14	% 100%	75.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	% 0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	# 978	874	25	79	3	0	0	0	0	0	0	3	0	0
TOTAL	% 100%	89.37%	2.56%	8.08%	0.31%	0%	0%	0%	0%	0%	0%	0.31%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSP.SERV.
Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Temp)

Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B5-1: Participation Rates for Wage Grades Disability (Perm)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSPECTION SERVICE

Table B5-1: Participation Rates for Wage Grades Disability (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B5-2: Participation Rates for Wage Grades by Disability (Perm)

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades	TOTAL WORKFORCE	Total by Disability Status			Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Grade - 01	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 02	# %	3 2.29%	1 0.83%	0 0%	2 28.57%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 03	# %	8 6.11%	5 4.17%	0 0%	3 42.86%	2 66.67%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	1 100%
Grade - 04	# %	9 6.87%	9 7.50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 05	# %	52 39.69%	48 40.00%	3 75.00%	1 14.29%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 06	# %	22 16.79%	20 16.67%	1 25.00%	1 14.29%	1 33.33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 07	# %	9 6.87%	9 7.50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 08	# %	3 2.29%	3 2.50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 09	# %	6 4.58%	6 5.00%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 10	# %	15 11.45%	15 12.50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 11	# %	4 11.45%	4 12.50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 12	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 13	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 14	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Grade - 15	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
All Other	# %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
TOTAL	# %	131 100%	120 100%	4 100%	7 100%	3 100%	0 100%	0 100%	0 100%	0 100%	1 100%	2 100%	1 100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSPECTION SERVICE

Table B5-2: Participation Rates for Wage Grades by Disability (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INS.P.SERV.
tion Rates for Major Occupations - Distribution by Disability IOPM Form 256 Self-Identification

Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = FY 2011

		%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1410 - LIBRARIAN	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1412 - TECHNICIAN	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1421 - ARCHIVES TE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1515 - OPERATIONS	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1529 - MATHEMATIC	#	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1530 - STATISTICIAN	%	100%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1603 - EQUIPMENT, F	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1640 - FACILITY OPE	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1654 - PRINTING MA	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1670 - EQUIPMENT S	#	9	6	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1701 - GENERAL EDU	#	7	5	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0
1702 - EDUCATION &	#	27	22	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0	0
1712 - TRAINING INS	#	62	59	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1801 - GENERAL INS	%	100%	95.16%	3.23%	1.61%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1802 - COMPLIANCE	%	100%	94.44%	0%	5.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1805 -	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1810 - GENERAL INV	#	106	91	3	17	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1899 - INVESTIGATIO	%	100%	85.85%	2.83%	11.32%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1825 - AVIATION SA	%	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2001 - GENERAL SUP	#	2	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2003 - SUPPLY PROG	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2005 - SUPPLY CLERI	%	100%	100%	50.00%	50.00%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1

		%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2101 - TRANSPORTA	#	19	18	0	1	0													
2102 - TRANSPORTA	%	100%	94.74%	0%	5.26%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2130 - TRAFFIC MAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2150 - TRANSPORTA	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2181 - AIRCRAFT OP	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2210 - INFORMATION	#	287	245	8	34	5	1	1	0	1									
2299 - INFORMATION	%	100%	85.37%	2.79%	11.85%	1.74%	0.35%	0.35%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.35%	0.70%
2805 - ELECTRICIAN	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3111 - SEWING MACH	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3414 - MACHINING	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3502 - LABORING	#	4	2	0	2	0													
3511 - LABORATORY	#	6	4	0	2	0	1	1	0										
3566 - CUSTODIAL W	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3703 - WELDERS	%	100%	100%	0%	33.33%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
3806 - SHEET METAL	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4206 - PLUMBING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4742 - UTILITY SYST	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
4749 - MAINTENANC	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5001 -	#	27	26	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5003 - GARDENING	#	3	2	0	1	0	1	0											
5031 - INSECTS PRO	%	100%	66.67%	0%	33.33%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33.33%	0%	
5048 - ANIMAL CARE	#	21	19	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5201 -	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0			

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP. SERV.

Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Temp)

Year = FY 2011

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL / PLANT HEALTH INSP.SERV.

Table B7: Applications and Hires - Distribution by Disability (Perm)

Year = FY 2011

		Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Schedule A														
Applications	#													
	%													
Hires	#													
	%													
Voluntarily Identified (Outside of Schedule A Applicants)														
Applications	#													
	%													
Hires	#													
	%													

The USDA Data Collection System maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B7: Applications and Hires - Distribution by Disability (Temp)

Year = FY 2011

		TOTAL /ORKFORC			Total by Disability Status			Total for Targeted Disabilities					
		[05]	[01]	[06-98]	Targeted Disability	[18]	[21]	[30]	[69]	[79]	[82]	[90]	[91]
		No Disability	Not Identified	Deafness	Total Deafness Both Ears	Blind	Missing Extremities	Partial Paralysis	Complete Paralysis	Convulsive Disorder	Severe Intellectual Disorder	Psychiatric Disorder	Distortion of Limb/Spine
Schedule A													
Applications	#												
	%												
Hires	#												
	%												
Voluntarily Identified (Outside of Schedule A Applicants)													
Applications	#												
	%												
Hires	#												
	%												

The USDA Data Collection System maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

TYPE OF APPOINTMENT	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
		#	181	140	13	28	7	2	0	0	2	0	0	2
PERMANENT		%	100%	77.35%	7.18%	15.47%	3.87%	1.10%	0%	0%	1.10%	0%	0%	1.10%
TEMPORARY		#	708	590	37	81	5	0	0	0	0	0	5	0
NON-APPROPRIATED		%	100%	83.33%	5.23%	11.44%	0.71%	0%	0%	0%	0%	0%	0%	0%
TOTAL CURRENT YEAR		#	889	730	50	109	12	2	0	2	0	0	7	1
TOTAL PRIOR YEAR		%	100%	82.11%	5.62%	12.26%	1.35%	0.22%	0%	0.22%	0%	0%	0.79%	0.11%
		#	1065	946	40	79	6	0	1	0	0	0	4	0
		%	100%	88.83%	3.76%	0.56%	7.42%	0%	0.09%	0%	0%	0%	0.38%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability
Year = FY 2011

Job Series:	TOTAL WORKFORCE		Total by Disability Status			Total for Targeted Disabilities							
	[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[82] Complete Paralysis	[79] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Total Applications	#												
Received	%												
Qualified	%												
Selected	#												
Relevant Applications	#												
Job Series:													
Total Applications	#												
Received	%												
Qualified	%												
Selected	#												
Relevant Applications	#												
Job Series:													
Total Applications	#												
Received	%												
Qualified	%												
Selected	#												
Relevant Applications	#												
Job Series:													
Total Applications	#												
Received	%												
Qualified	%												
Selected	#												
Relevant Applications	#												

The USDA Data Collection System maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

	%							
Relevant Ap	#							

Job Series:

Total Applic	#							
Received	%							
Qualified	#							
Selected	#							
Relevant Ap	#							

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

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B10: Non-Competitive Promotions - Time in Grade - Distribution by Disability

Year = FY 2011

	TOTAL WORKFORCE	Total by Disability Status			Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Disability	[18] Total Deafness	[21] Blind Both Ears	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Total Employee	#	355	304	14	37	7	1	0	1	0	1	1	1
Total Employee	%	100%	85.63%	3.94%	10.42%	1.97%	0.28%	0%	0.28%	0%	0.28%	0.28%	0.28%
- 12 months	#	45	40	0	5	0	0	0	0	0	0	0	0
- 12 months	%	100%	88.89%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%
3 - 24 months	#	27	24	1	2	0	0	0	0	0	0	0	0
3 - 24 months	%	100%	88.89%	3.70%	7.41%	0%	0%	0%	0%	0%	0%	0%	0%
25+ months	#	55	52	1	2	1	0	0	0	0	1	0	0
25+ months	%	100%	94.55%	1.82%	3.64%	1.82%	0%	0%	0%	0%	1.82%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Disability

Year = FY 2011

Job Series/Grade(s) of Vacancy:	TOTAL /ORKFORC	Total by Disability Status			[18]			[21]			[29]			Total for Targeted Disabilities			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Total	Deafness	Both Ears	Blind	Missing Extremities	[30]	Partial Paralysis	Paralysis	Convulsive Disorder	Severe Intellectual Disorder	[90]	[91]	[92]
Relevant Ap	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Applic	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Received	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job Series/Grade(s) of Vacancy:																	
Relevant Ap	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Applic	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Received	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job Series/Grade(s) of Vacancy:																	
Relevant Ap	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Applic	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Received	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job Series/Grade(s) of Vacancy:																	
Relevant Ap	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Applic	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Received	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The USDA Data Collection System maintained by the National Finance Center does not collect the requested data in a format that provides the information needed to complete this form.

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

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

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

			Total by Disability Status			Detail for Targeted Disabilities										
			Total	(05) No Disability	(01) Not Identified Disability	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Career Development Programs for GS 5-12																
Slots	#	96														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Applied	#	96	85	3	5	3		1		1					1	
Participants	%	96	85	3	5	3		1		1					1	
Career Development Programs for GS 13-14																
Slots	#	27														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Applied	#	27	26	1	0											
Participants	%	96.30%	96.30%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Career Development Programs for GS 15 and SES																
Slots	#	26														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Applied	#	29	26	0	3	0										
Participants	%	89.66%	89.66%	0.00%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

These numbers reflect the following career development programs:

GS 5 - 12 = BLDP & ILDP

GS-13 - 14 = ALDP & SES Series Forum

GS15 & SES = FEI & SES Series Forum

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.
Table B13: Employee Recognition and Awards - Distribution by Disability

Year = FY 2011

RECOGNITION OR AWARD	TOTAL	Total by Disability Status			Total for Targeted Disabilities			Total for Targeted Disabilities					
		[05] No Disability	[01] Not Identified	[06-98] Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
TIME-OFF AWARDS - 1-9 HOURS													
Total Time-Off Awards Given	# %	212	182	6	24	4	1	0	0	1	0	1	0
Total Hours	Total Hours	1,403	1,223	27	153	28	8	0	8	0	0	4	8
Average Hours	Average Hours	7	7	5	6	7	8	0	8	0	0	4	8
TIME-OFF AWARDS - 9+ HOURS													
Total Time-Off Awards Given	# %	419	370	6	43	4	1	0	0	0	0	0	0
Total Hours	Total Hours	11,000	9,826	126	1,048	84	10	0	0	0	0	0	0
Average Hours	Average Hours	26	27	21	24	21	10	0	0	0	0	0	0
CASH AWARDS - \$100 - \$500													
Total Cash Awards Given	# %	1,030	907	21	102	10	1	0	0	1	0	4	0
Total Amount	Total Amount	389,642	341,063	8,496	40,083	3,755	250	0	0	500	0	1,589	0
Average Amount	Average Amount	378	376	405	393	376	250	0	0	500	0	397	0
CASH AWARDS - \$500+													
Total Cash Awards Given	# %	3,940	3,572	72	296	40	1	2	3	5	2	8	1
Total Amount	Total Amount	4,724,648	4,298,820	84,367	341,461	46,526	1,113	3,113	4,765	4,755	2,700	9,630	1,147
Average Amount	Average Amount	1,199	1,203	1,172	1,154	1,163	1,113	1,557	1,588	951	1,350	1,204	1,147
QUALITY STEP INCREASES (QSI)													
Total QSI's Given	# %	195	179	3	13	3	0	0	0	0	0	0	2
Total Benefit	Total Benefit	717,172	684,852	6,454	25,866	6,126	0	0	0	0	0	0	3,737
Average Benefit	Average Benefit	3,678	3,826	2,151	1,990	2,042	0	0	0	0	0	0	2,389

U. S. DEPARTMENT OF AGRICULTURE - ANIMAL/PLANT HEALTH INSP.SERV.

Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

TYPE OF SEPARATION		Total by Disability Status				Total for Targeted Disabilities								
	TOTAL	[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness	[21] Blind Both Ears	[30] Missing Extremities	[79] Partial Paralysis	[82] Complete Paralysis	[90] Convulsive Disorder	[91] Severe Intellectual Disorder	[92] Psychiatric Disorder	[93] Distortion of Limb/Spine
VOLUNTARY	#	354	301	18	35	7	0	0	0	2	1	2	0	0
	%	100%	85.03%	5.08%	9.89%	1.98%	0%	0%	0%	0.56%	0.28%	0.56%	0%	0.56%
INVOLUNTARY	#	21	15	0	6	1	0	0	0	1	0	0	0	0
	%	100%	71.43%	0%	28.57%	4.76%	0%	0%	0%	4.76%	0%	0%	0%	0%
TOTAL SEPARATIONS	#	375	316	18	41	8	0	0	0	3	1	2	0	2
	%	100%	84.27%	4.80%	10.93%	2.13%	0%	0%	0%	0.80%	0.27%	0.53%	0%	0.53%
TOTAL WORKFORCE	#	6,072	5,426	129	517	69	7	5	2	10	2	8	3	28
	%	100%	89.36%	2.12%	8.51%	1.14%	0.12%	0.08%	0.03%	0.16%	0.03%	0.13%	0.05%	0.46%