



DEPARTMENT OF COMMERCE
WORKFORCE PROFILE REPORT
FY 2015 QUARTER II

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WORKFORCE PROFILE QUARTERLY REPORT

The Workforce Profile Quarterly Report is a special report created by the Policy and Evaluation Division of the Office of Civil Rights. This report is designed to assist executives, managers, and human resource professionals to better understand the Department of Commerce's workforce. Understanding the current workforce is an important step in the workforce planning process. Included in the current profile are data and graphs representing demographics such as gender, race, ethnicity, and disability distribution. The data presented is as of the second quarter of Fiscal Year 2015.

The data in this report has been divided in the following Race and Ethnicity categories: Hispanic or Latino, White, Black or African American, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, Multiple Races. We also include the distribution of employees with Targeted Disabilities.

The charts compare Commerce employee percentage distribution by gender, race, national origin, and disability status and the corresponding Civilian Labor Force percentage. The Civilian Labor Force or "CLF" is the sum of civilian employment in the United States. These individuals are civilians who are 16 years or older and are not in institutions such as prisons, mental hospitals, or nursing homes and are not members of the Armed Services.

The CLF for Targeted Disability (2.0%) is taken from the Equal Employment Opportunity Commission's (EEOC) Federal High benchmark – it is the highest percentage of Targeted Disability employees in a federal agency. All agencies should strive to meet this benchmark.

COMPARISON OF FIRST AND SECOND QUARTER WORKFORCE DATA FOR FY 2015

TOTAL WORKFORCE OF ALL EEO GROUPS (PERMANENT AND TEMPORARY)

Data for Total Workforce indicates an increase (▲) in personnel in all EEO groups **except** Native Hawaiian or Pacific Islander, whom remained the same (▬). There is a percentage ratio decrease (▼) in Men, White, Asian, and Targeted Disabilities.

	FY15 Quarter I		FY15 Quarter II		Difference	
	#	%	#	%	#	%
Total Workforce	45,527	100	46,880	100	1,353▲	-----
Men	25,391	55.77	25,931	55.31	540▲	-.46▼
Women	20,136	44.23	20,949	44.68	813▲	.46▲
Hispanic/Latino	2,224	4.88	2,293	4.89	69▲	.01▲
White	29,930	65.74	30,763	65.62	833▲	-.12▼
Black/African Am.	7,179	15.77	7,554	16.11	375▲	.34▲
Asian	5,376	11.81	5,415	11.55	39▲	-.26▼
Native Hawaiian/ Pacific Islander	85	.19	85	.19	▬	▬
Am Indian/ Alaska Native	252	.55	265	.56	13▲	.01▲
Multiple Races	481	1.05	505	1.08	24▲	.03▲
Targeted Disabilities	214	.47	217	.46	3▲	-.01▼

PERMANENT WORKFORCE OF ALL EEO GROUPS (ON GS PAY SCALE)

Data for the **Permanent** Workforce indicate a decrease (▼) in personnel in all EEO groups **except** Women. There is a percentage ratio increase (▲) in Women, Hispanic/Latino, Asian, and Multiple Races. There is a percentage ratio decrease (▼) in Men, White, Black/African American, and Targeted Disabilities. Native Hawaiian or Pacific Islander and American Indian or Alaska Native remained the same.

	FY15 Quarter I		FY15 Quarter II		Difference (#)	
	#	%	#	%	#	%
Total Workforce	43,761	100	43,190	100	-571 ▼	-----
Men	24,432	55.83	23,855	55.23	-577 ▼	-.60 ▼
Women	19,329	44.16	19,335	44.76	6 ▲	.60 ▲
Hispanic/Latino	2,084	4.76	2,064	4.77	-20 ▼	.01 ▲
White	28,732	65.65	28,297	65.51	-435 ▼	-.14 ▼
Black or African American	6,937	15.85	6,832	15.81	-105 ▼	-.04 ▼
Asian	5,254	12.00	5,252	12.16	-2 ▼	.16 ▲
Native Hawaiian or Pacific Islander	76	.17	72	.17	-4 ▼	≡
American Indian or Alaska Native	244	.55	240	.55	-4 ▼	≡
Multiple Races	434	.99	433	1.00	-1 ▼	.01 ▲
Targeted Disabilities	212	.48	205	.47	-7 ▼	-.01 ▼

TEMPORARY WORKFORCE COMPARISON OF ALL EEO GROUPS (ON GS PAY SCALE)

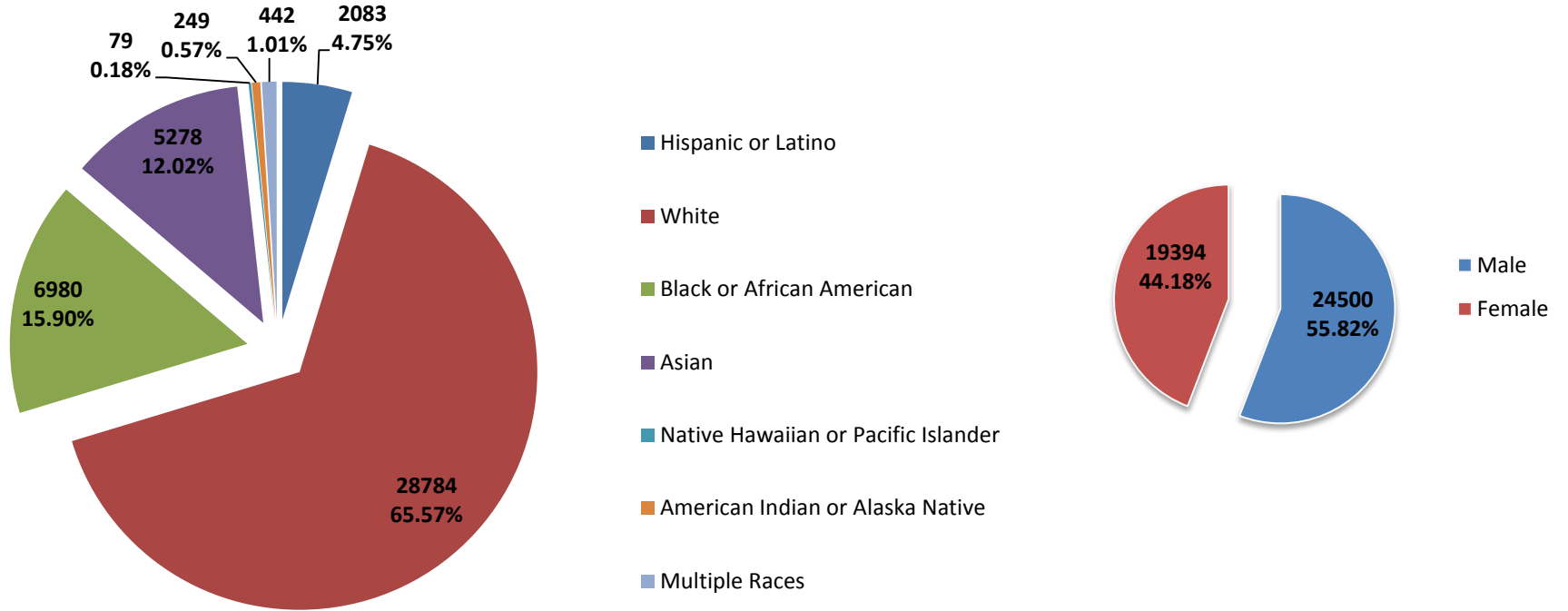
Data for Temporary Workforce indicates an increase (▲) in personnel in all EEO groups except Native Hawaiian or Pacific Islander. There was a ratio increase (▲) in Women, White, Black/African American, American Indian or Alaska Native, and Targeted Disabilities. There was a ratio decrease (▼) in Men, Hispanic/Latino, Asian, Native Hawaiian or Pacific Islander, and Multiple Races.

	FY15 Quarter I		FY15 Quarter II		Difference (#)	
	#	%	#	%	#	%
Total Workforce	1,766	100	2,982	100	1,216▲	-----
Men	959	54.30	1,427	47.85	468▲	-6.45▼
Women	807	45.69	1,555	52.14	748▲	6.45▲
Hispanic/Latino	140	7.92	210	7.04	70▲	-.88▼
White	1,198	67.83	1,976	68.32	778▲	0.49▲
Black or African American	242	13.70	546	18.31	304▲	4.61▲
Asian	122	6.90	137	4.59	15▲	-2.31▼
Native Hawaiian or Pacific Islander	9	.50	6	.20	-3▼	-.30▼
American Indian or Alaska Native	8	.45	16	.54	8▲	.9▲
Multiple Races	47	2.66	64	2.15	17▲	-.51▼
Targeted Disabilities	2	.11	5	.17	3▲	.6▲

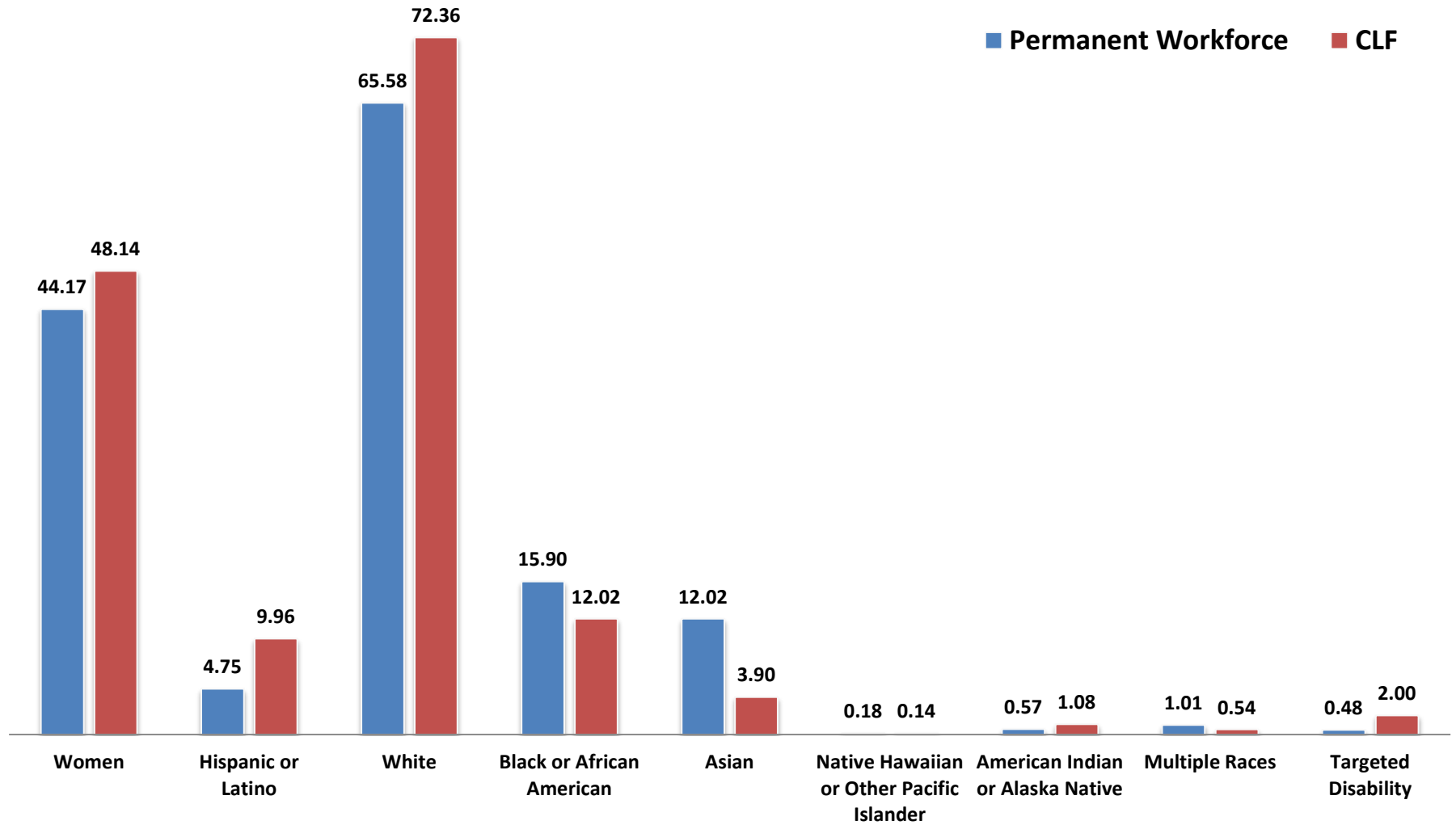
U.S. DEPARTMENT OF COMMERCE

The mission of the Department is to create the conditions for economic growth and opportunity. As part of the Obama administration's economic team, the Secretary of Commerce serves as the voice of U.S. business within the President's Cabinet.

WORKFORCE BREAKDOWN



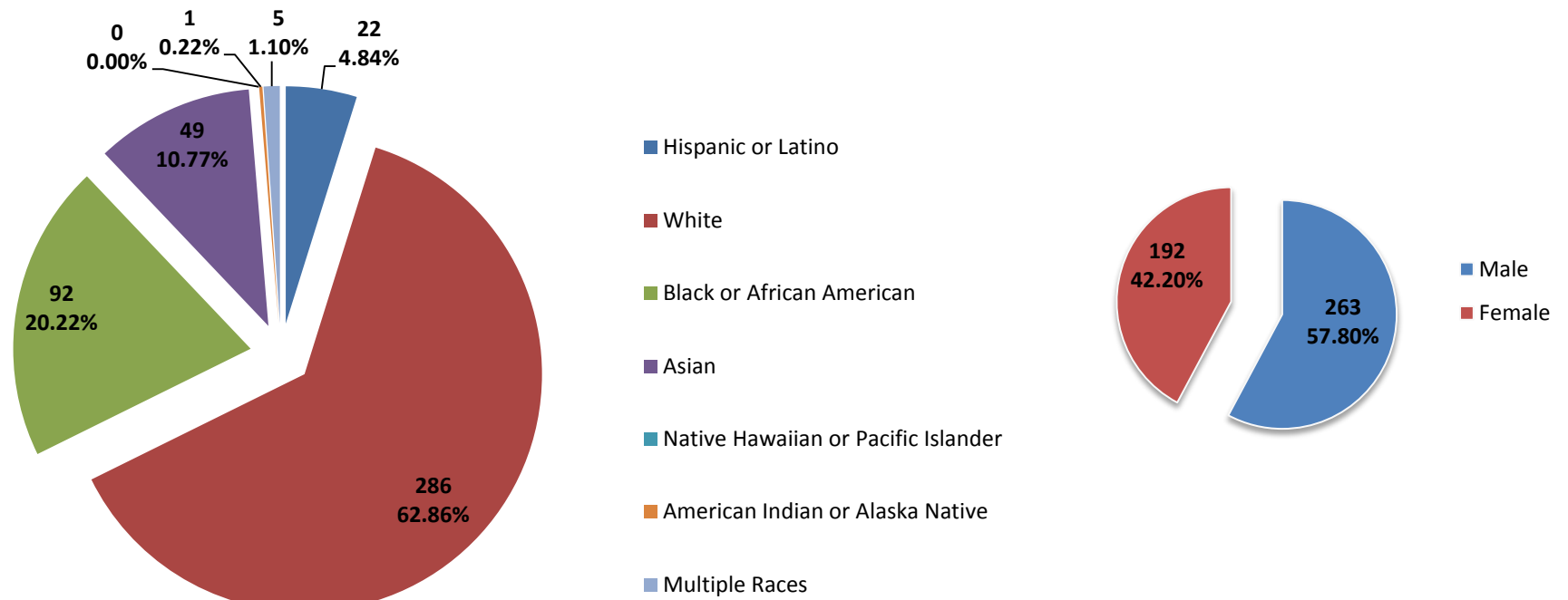
COMPARISON OF PERMANENT WORKFORCE WITH CIVILIAN LABOR FORCE (CLF)



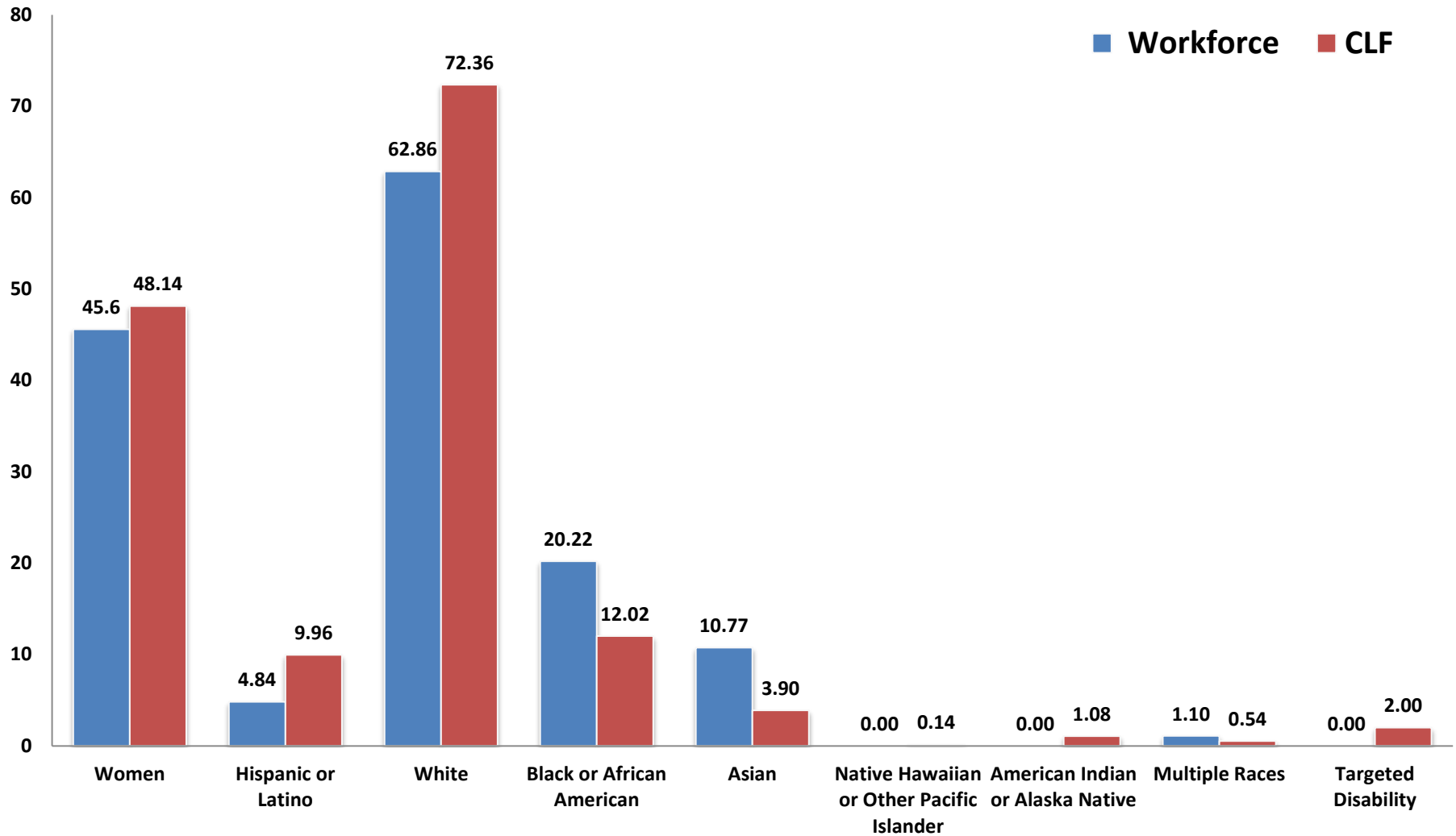
BUREAU OF ECONOMIC ANALYSIS

The Bureau of Economic Analysis (BEA) promotes a better understanding of the U.S. economy by providing the timeliest, relevant, and accurate economic accounts data in an objective and cost-effective manner.

WORKFORCE BREAKDOWN



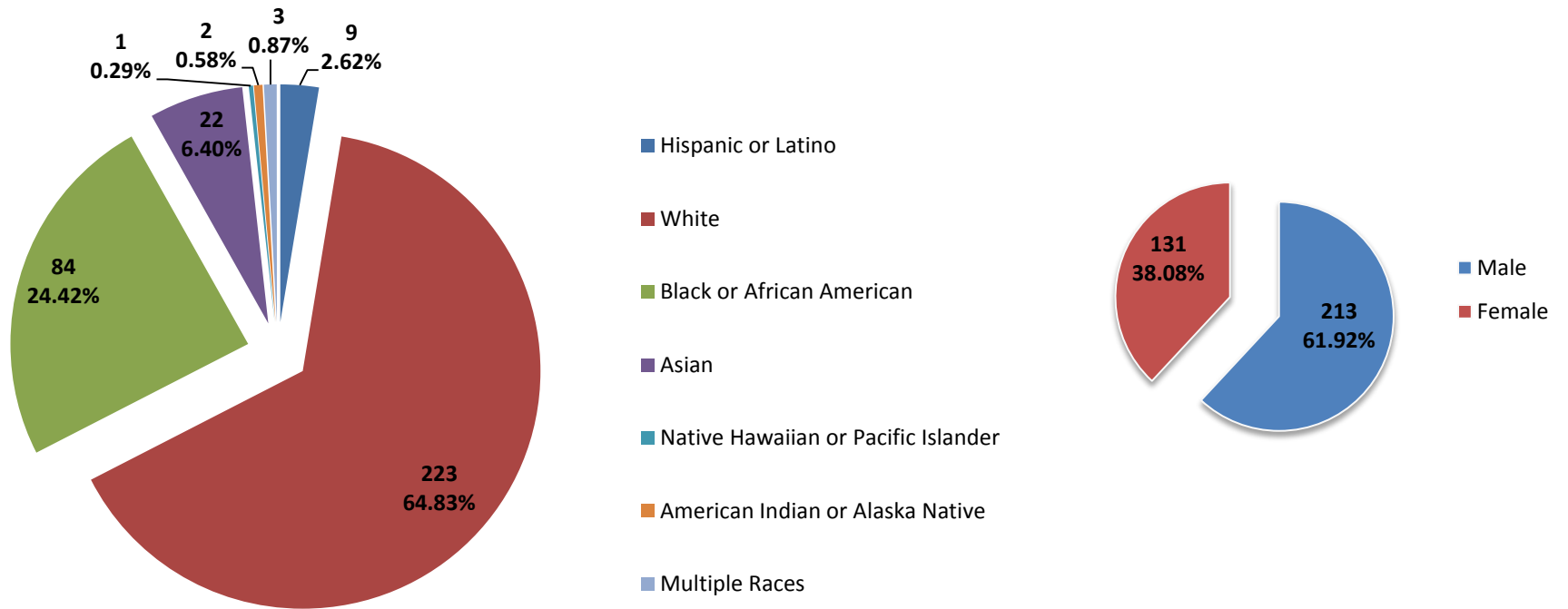
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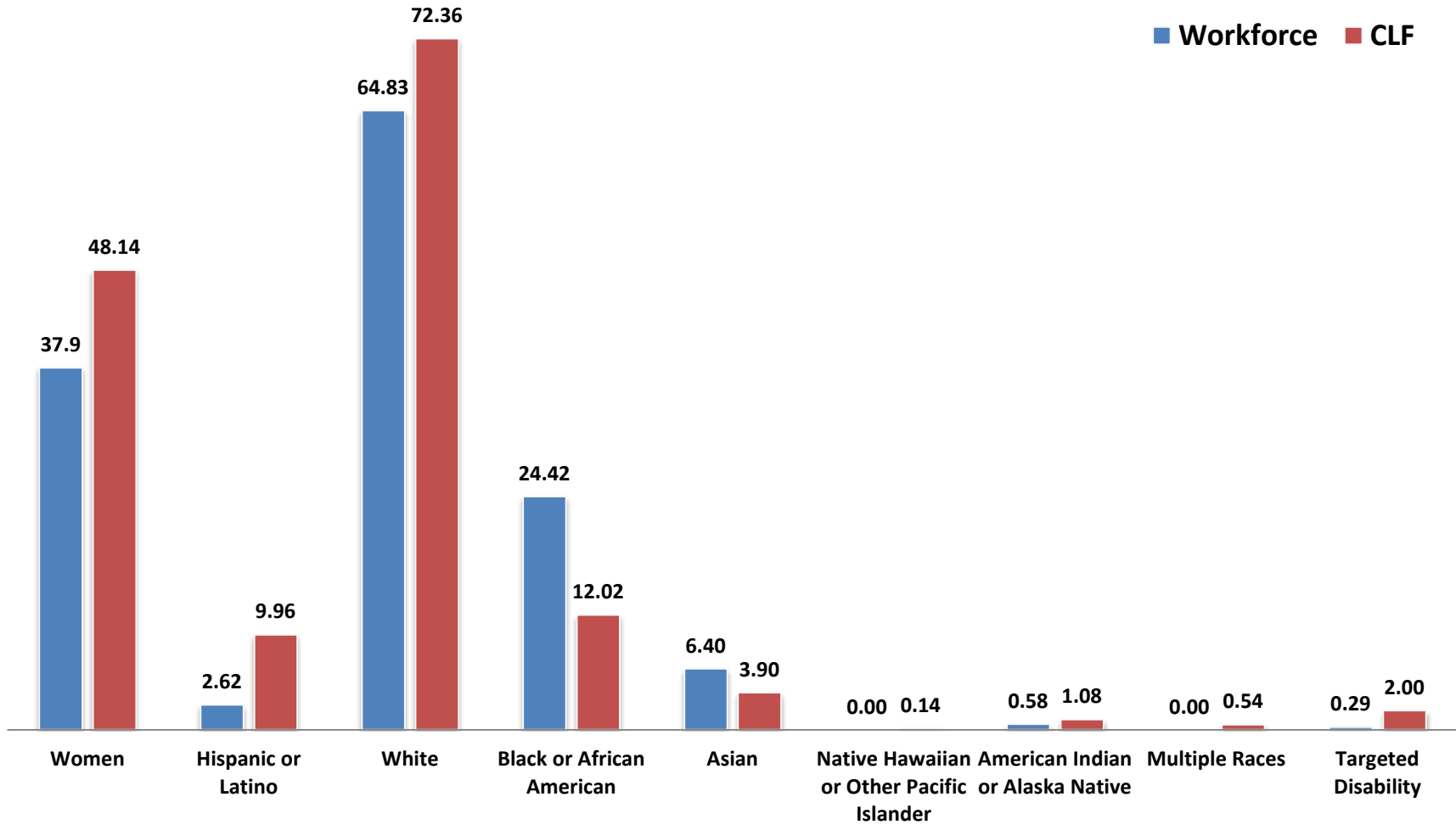
BUREAU OF INDUSTRY AND SECURITY

The Bureau of Industry and Security (BIS) is a licensing, regulatory, and enforcement agency that advances U.S. national security, foreign policy, and economic objectives by ensuring an effective export control and treaty compliance system and by promoting continued U.S. strategic technology leadership and a strong defense industrial base.

WORKFORCE BREAKDOWN



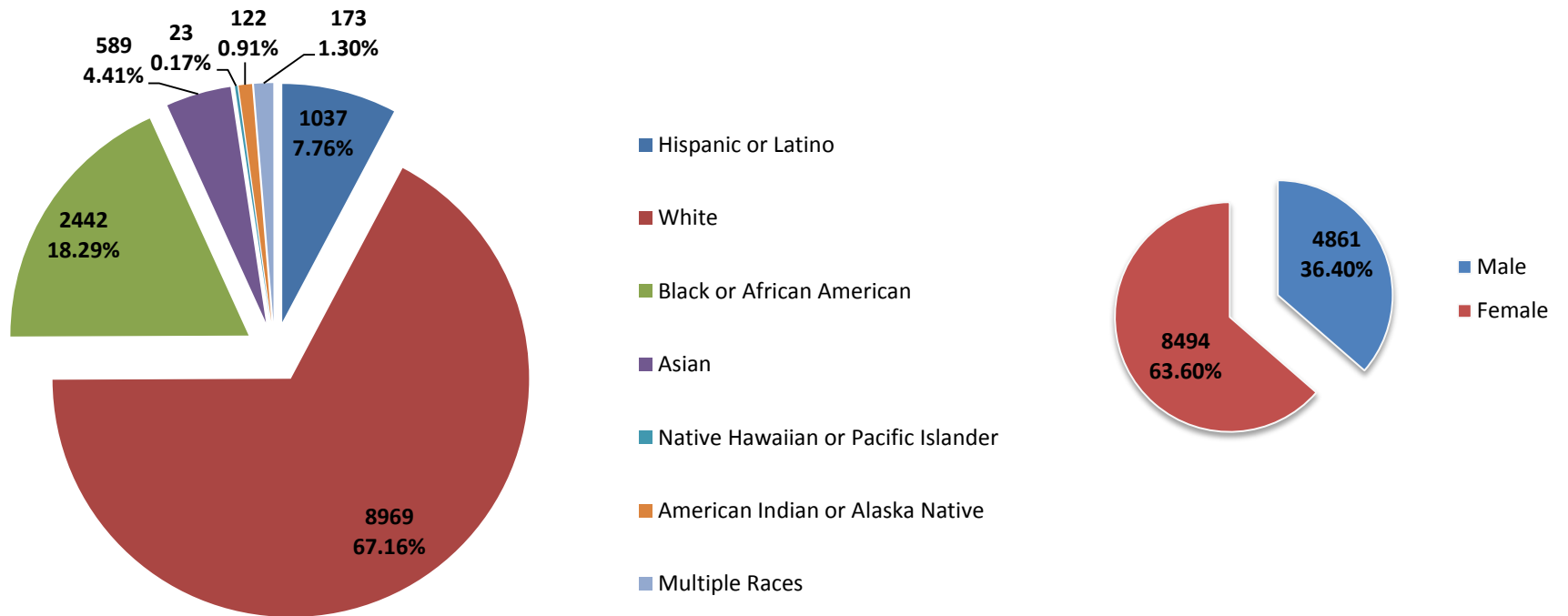
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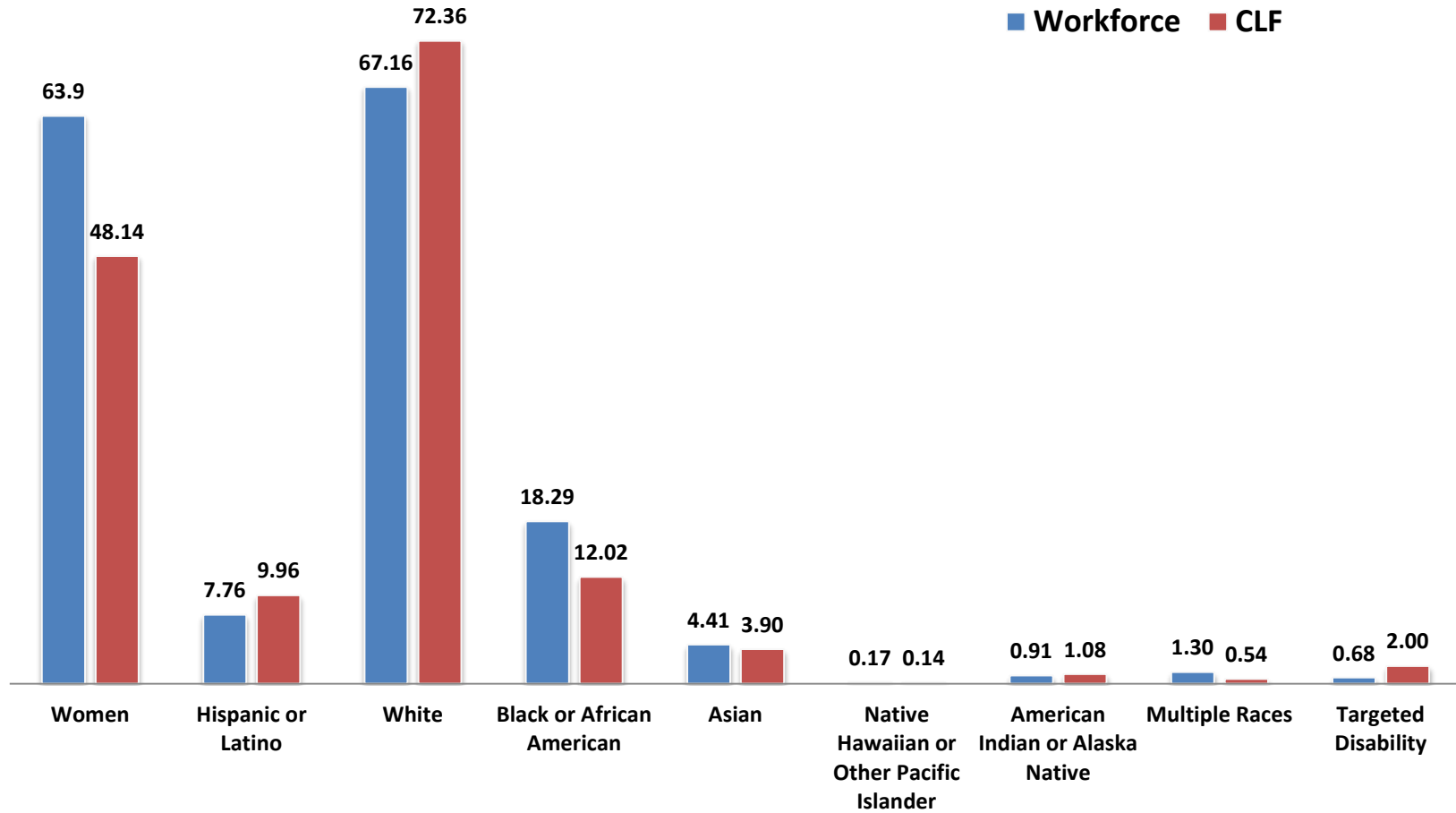
U.S. CENSUS BUREAU

The Census Bureau's mission is to serve as the leading source of quality data about the nation's people and economy. They honor privacy, protect confidentiality, share their expertise globally, and conduct their work openly.

WORKFORCE BREAKDOWN



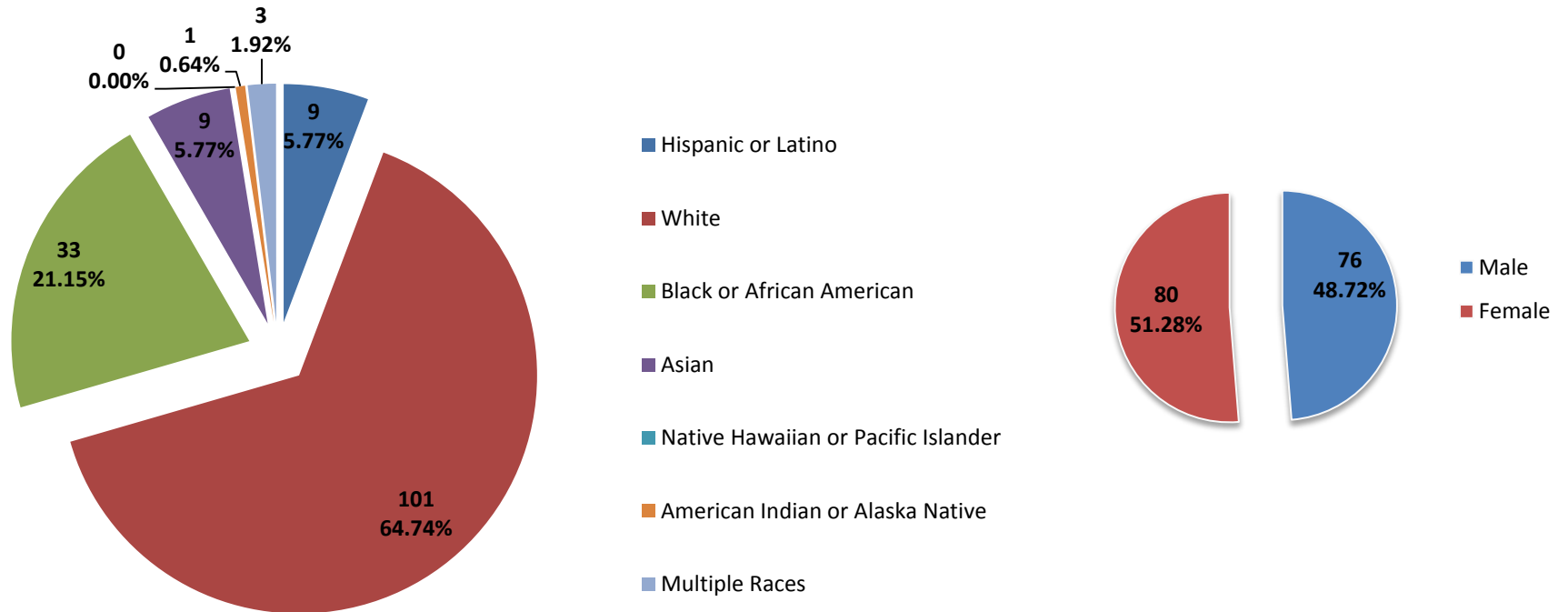
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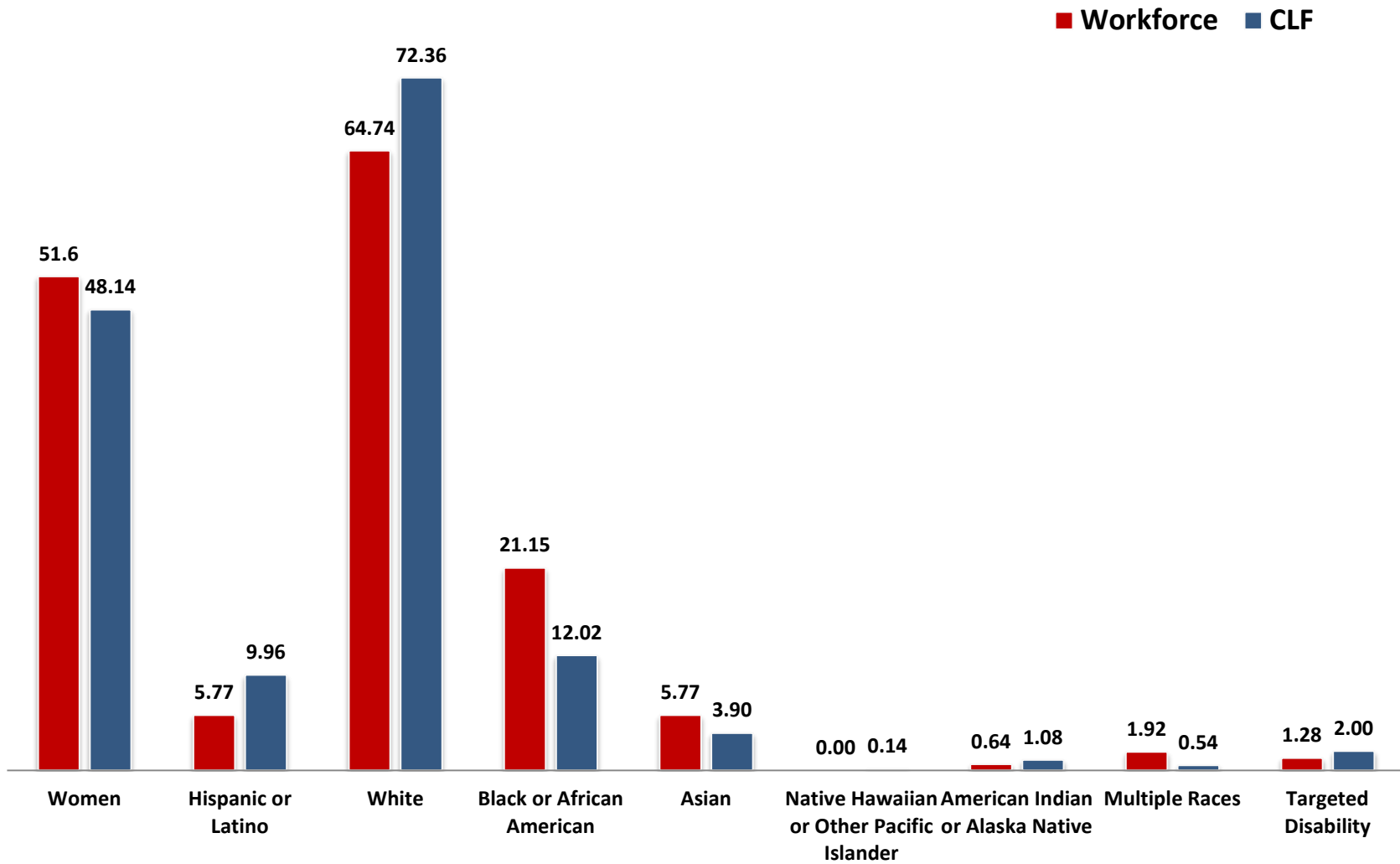
ECONOMIC DEVELOPMENT ADMINISTRATION

The Economic Development Administration (EDA) is the only federal government agency focused exclusively on economic development and plays a critical role in fostering regional economic development efforts in communities across the nation. Through strategic investments that foster job creation and attract private investment, EDA supports development in economically distressed areas of the United States.

WORKFORCE BREAKDOWN



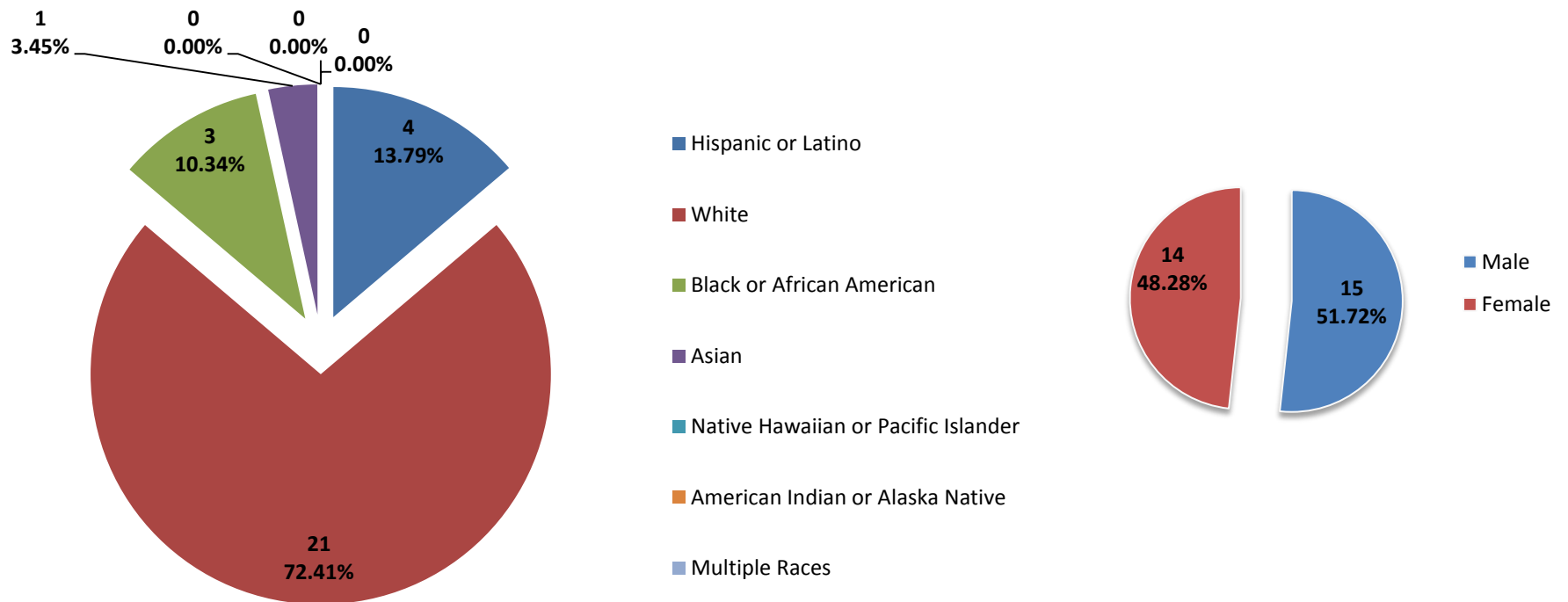
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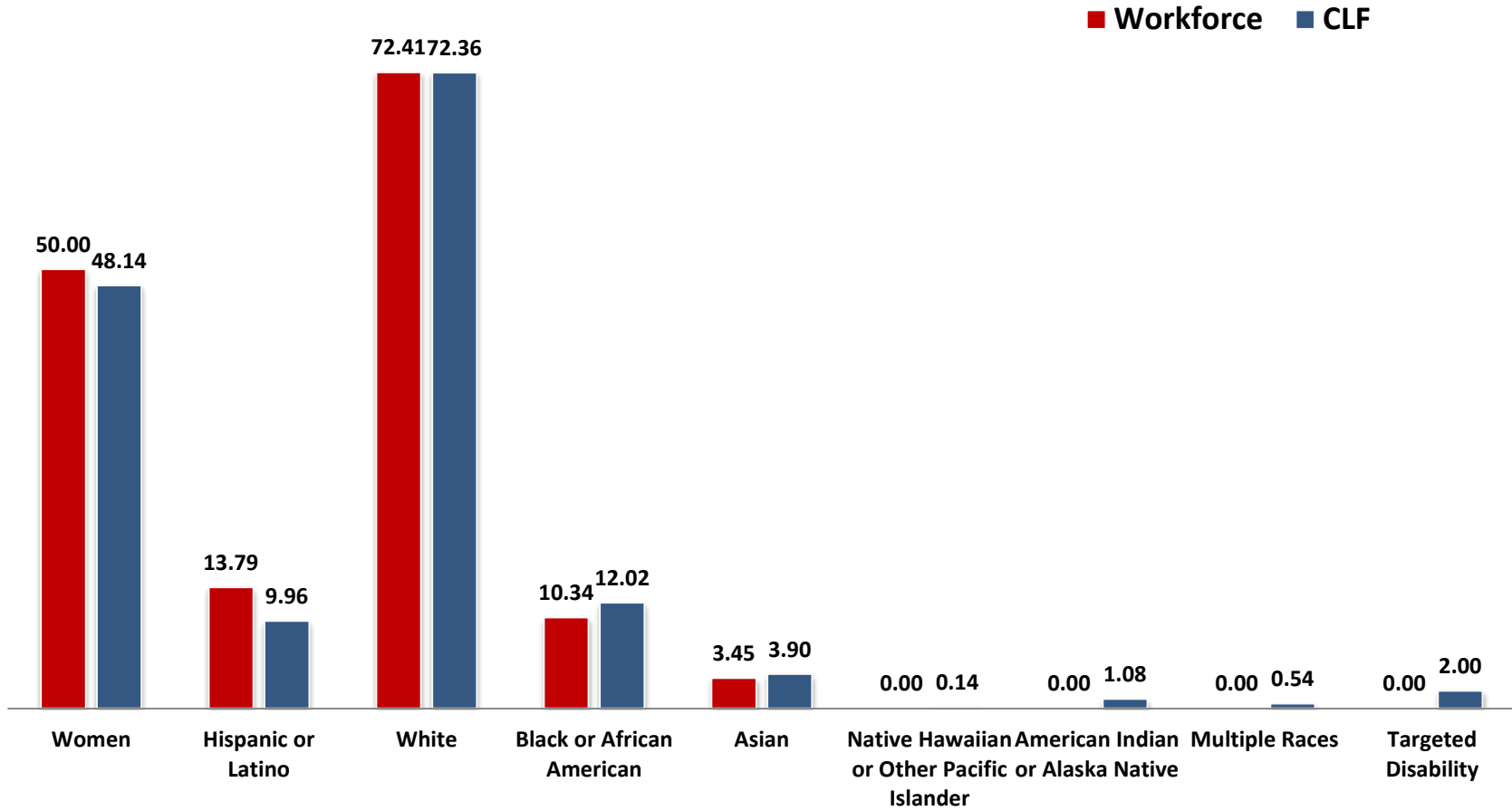
ECONOMIC AND STATISTICS ADMINISTRATION

The Economics and Statistics Administration (ESA) provides timely economic analysis, disseminates national economic indicators, and serves as the administrator of the Department’s premiere statistical programs. ESA manages the U.S. Census Bureau (Census), the Bureau of Economic Analysis (BEA), and the Office of the Chief Economist (OCE).

WORKFORCE BREAKDOWN



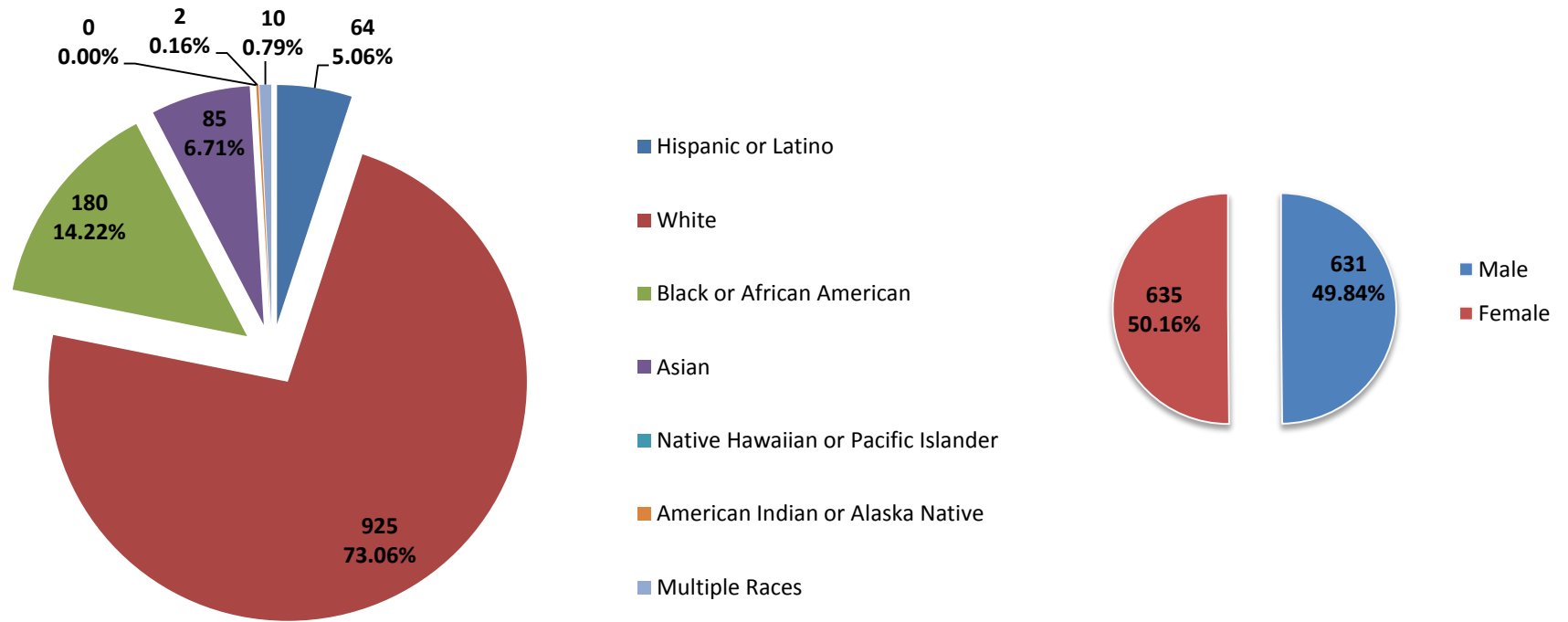
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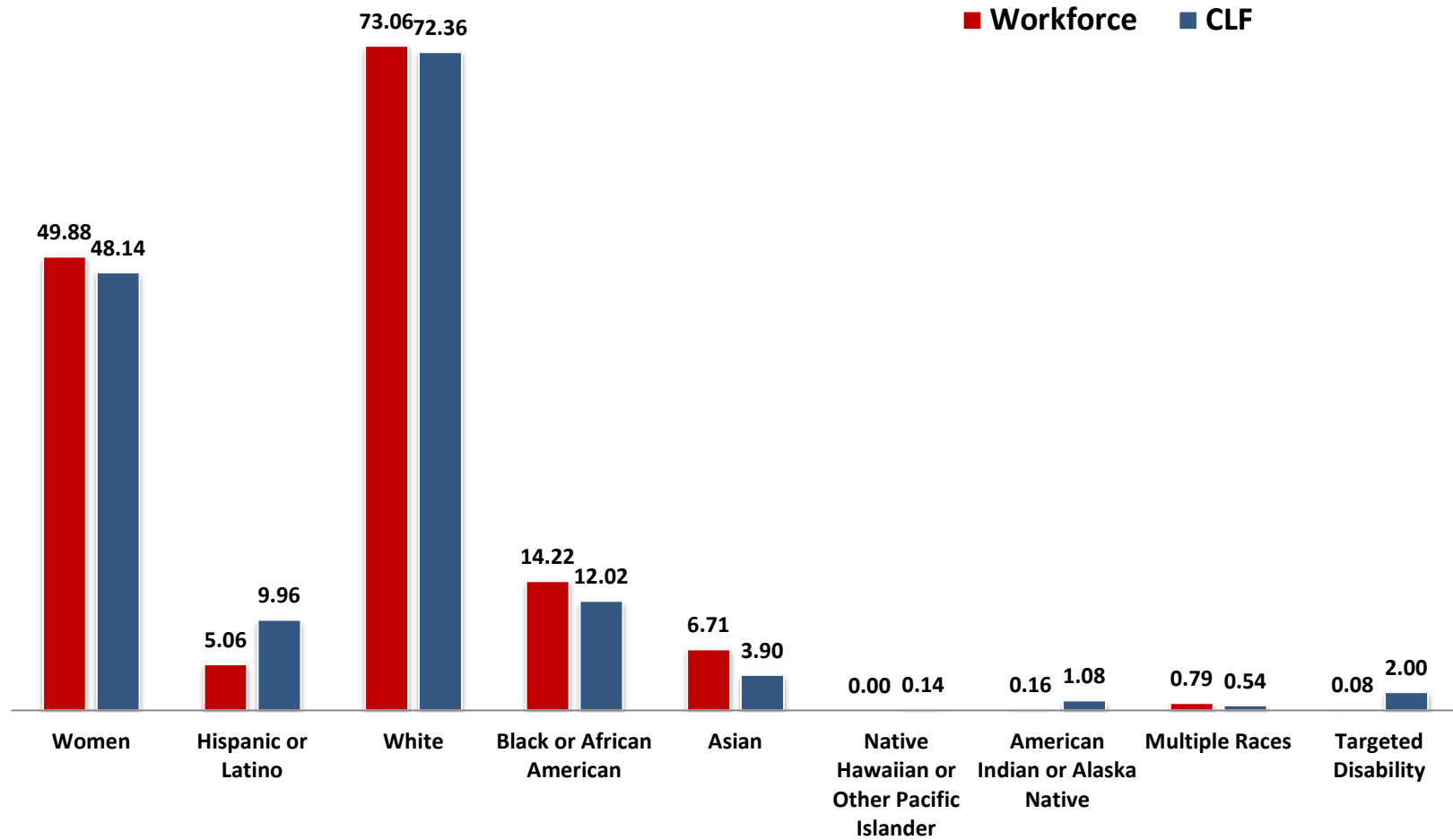
INTERNATIONAL TRADE ADMINISTRATION

The International Trade Administration (ITA) is charged with strengthening the competitiveness of U.S. industry, promoting trade and investment, and ensuring fair trade and compliance with trade laws and agreements.

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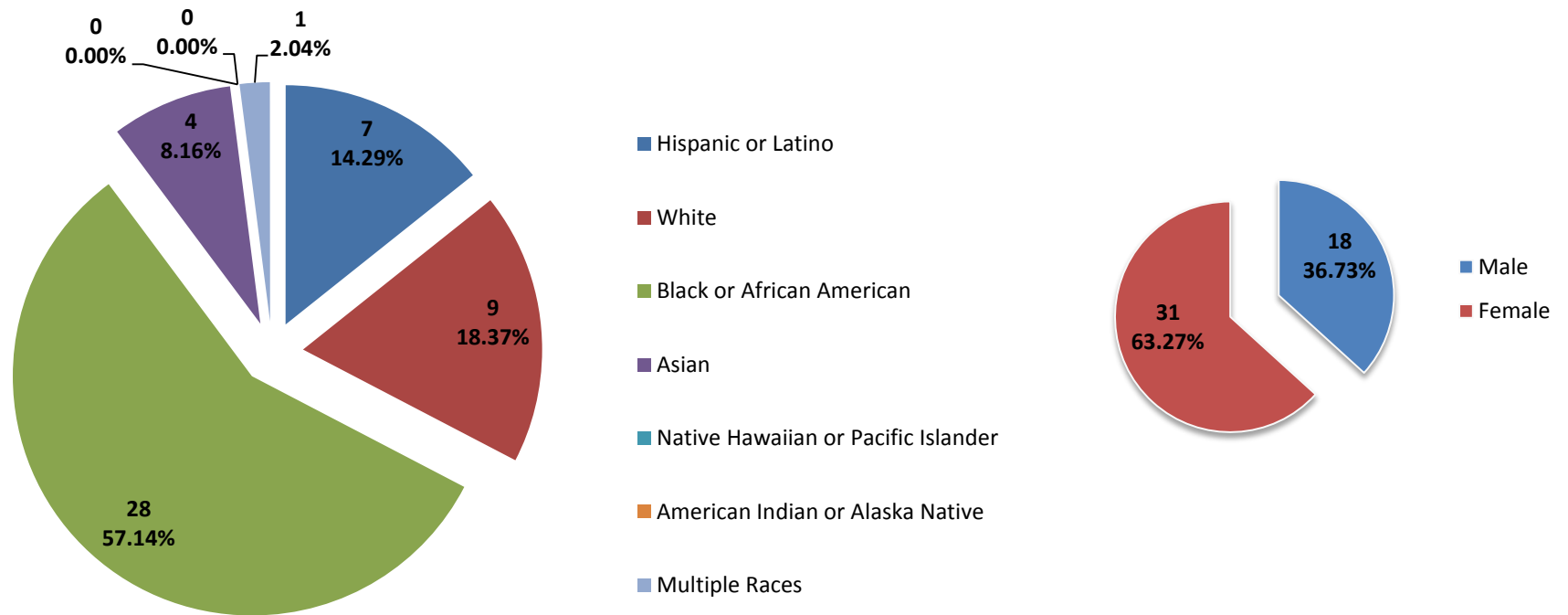
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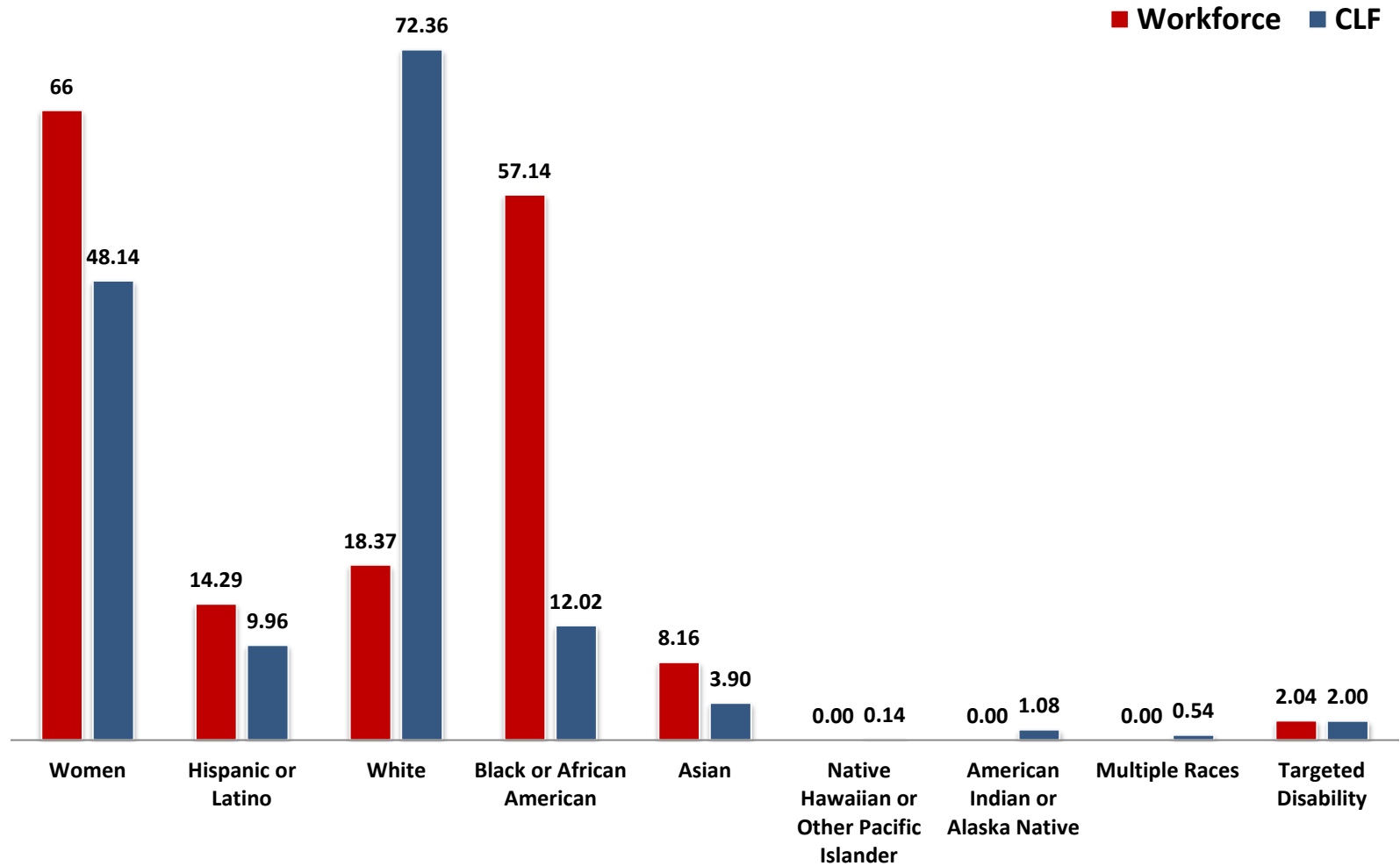
MINORITY BUSINESS DEVELOPMENT AGENCY

The Minority Business Development Agency (MBDA) is the only federal agency established solely to create jobs through the growth and global competitiveness of minority-owned businesses in the United States. MBDA coordinates and leverages public and private sector resources to provide access to capital, contracts and markets.

WORKFORCE BREAKDOWN



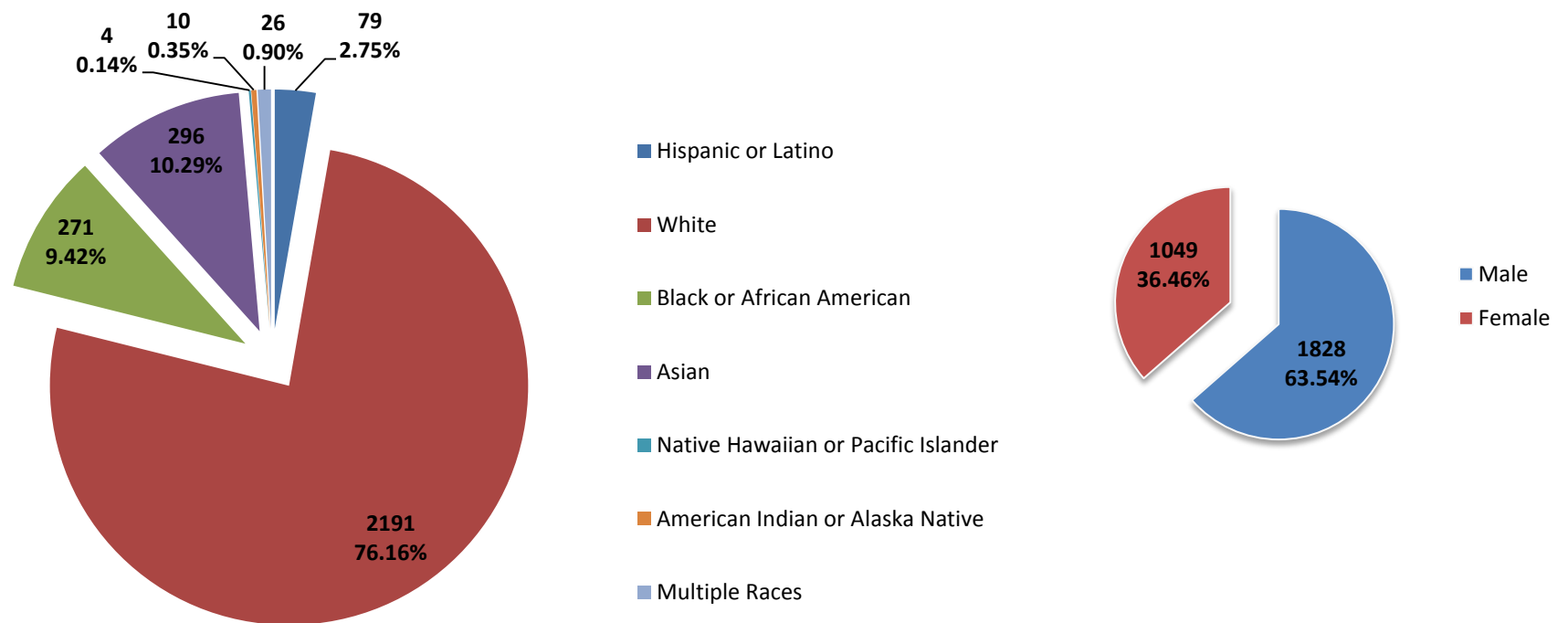
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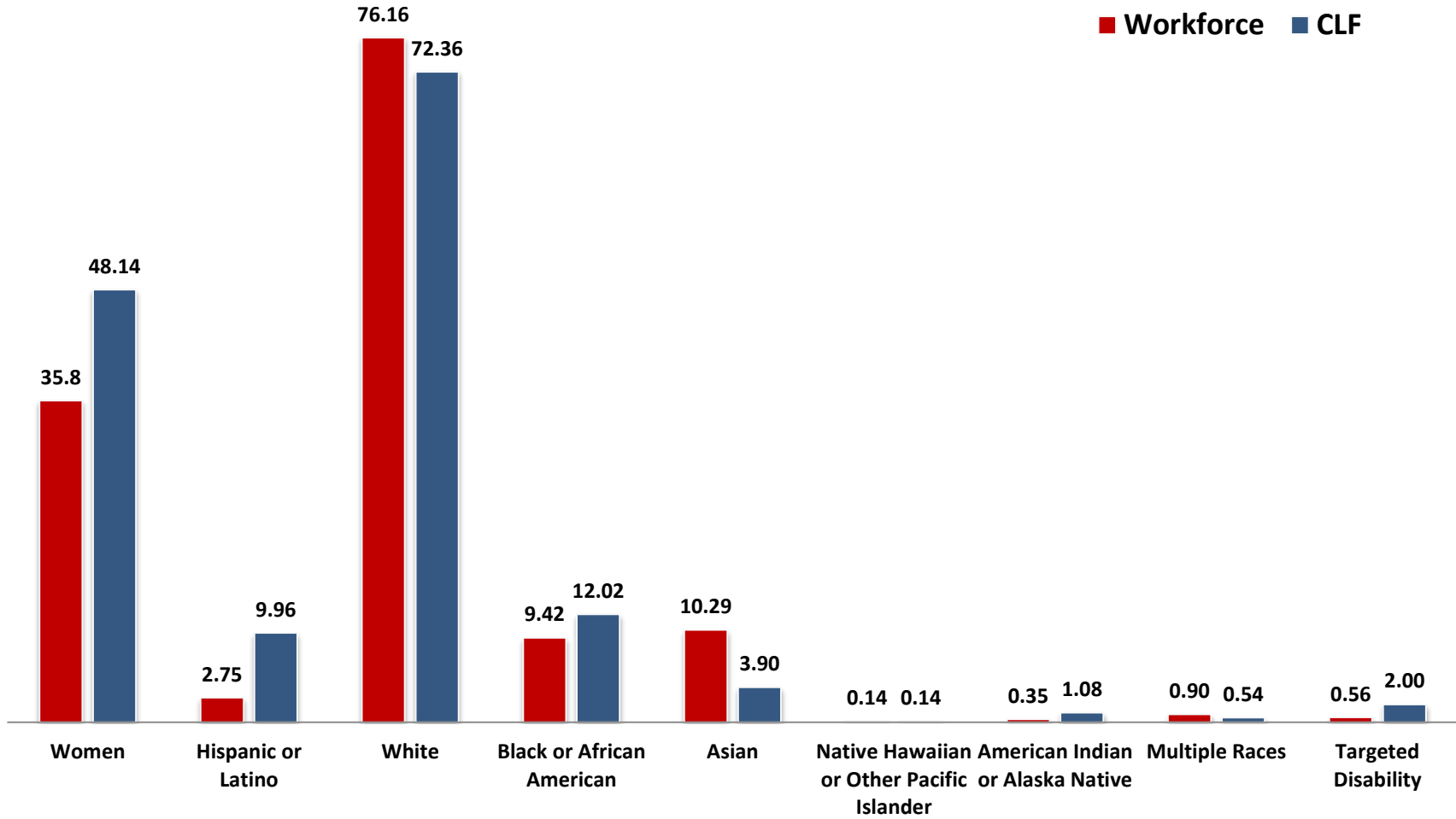
NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY

The National Institute of Standards and Technology (NIST) is one of the Nation's oldest physical science laboratories. At NIST world class science connects to real-world applications. With a varied research portfolio, unique facilities, national networks and international partnerships on standards and technology, NIST works to support U.S. industry and innovation.

WORKFORCE BREAKDOWN



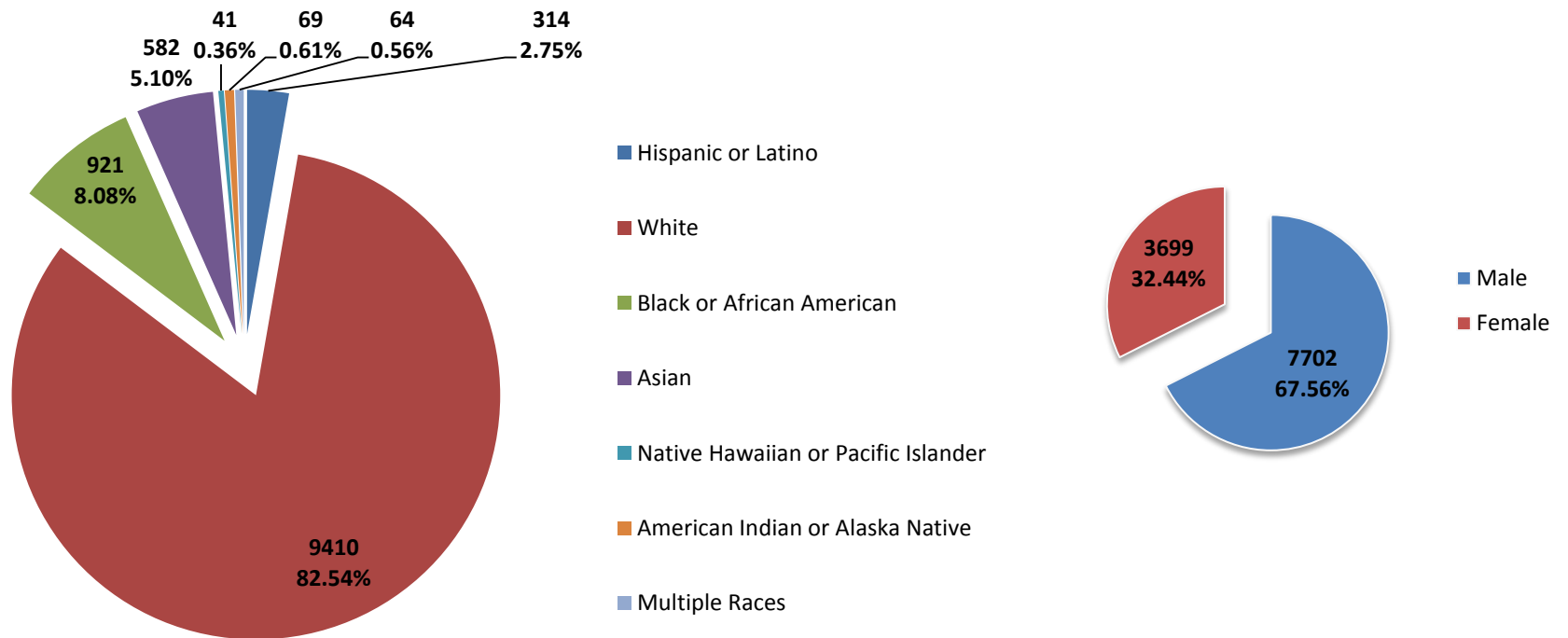
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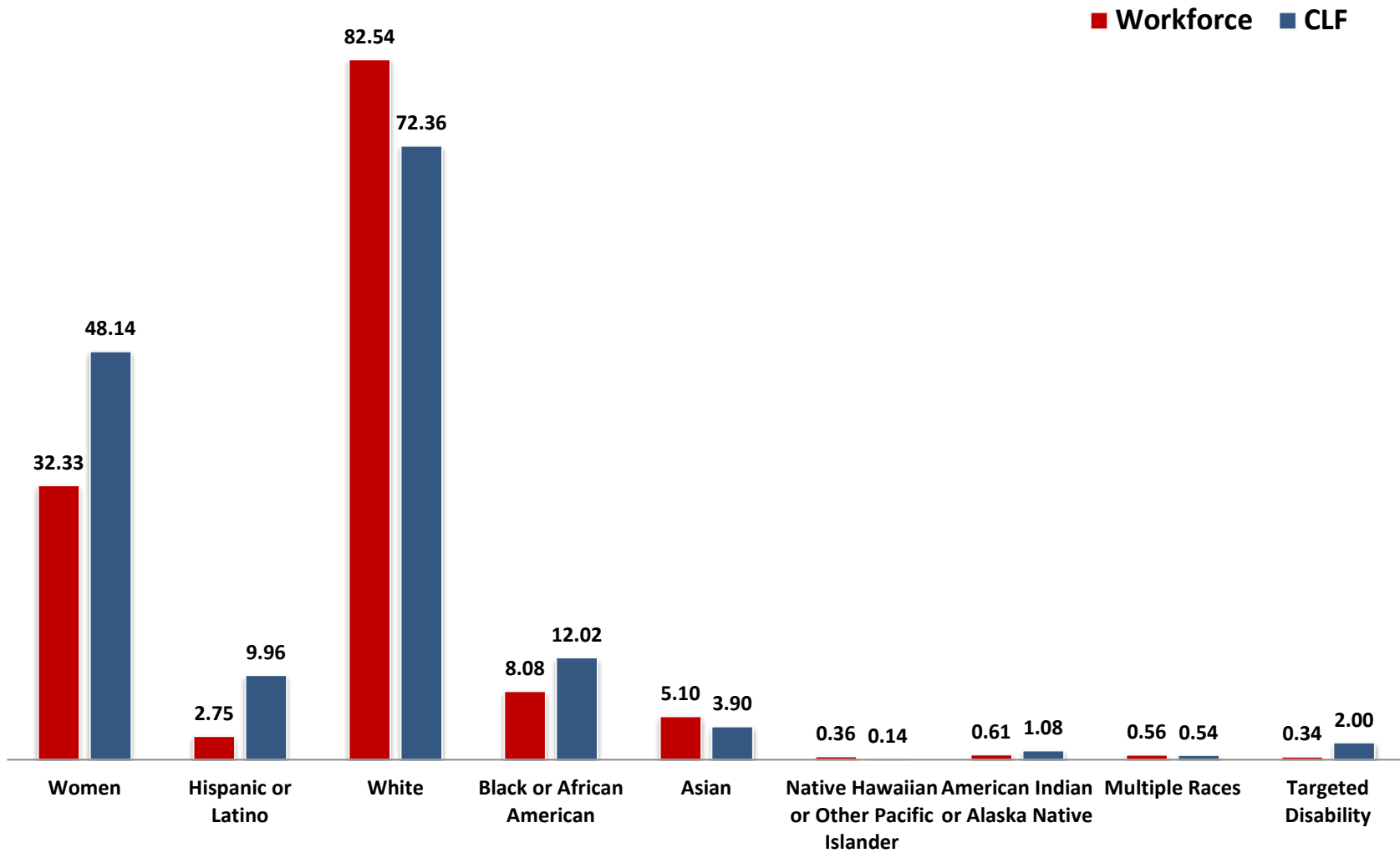
NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION (NOAA)

NOAA is America's environmental intelligence agency, providing timely, reliable and actionable information—based on sound science—every day to millions of Americans. NOAA's products and services are used by decision makers around the country to better understand risk and prepare for the future

WORKFORCE BREAKDOWN



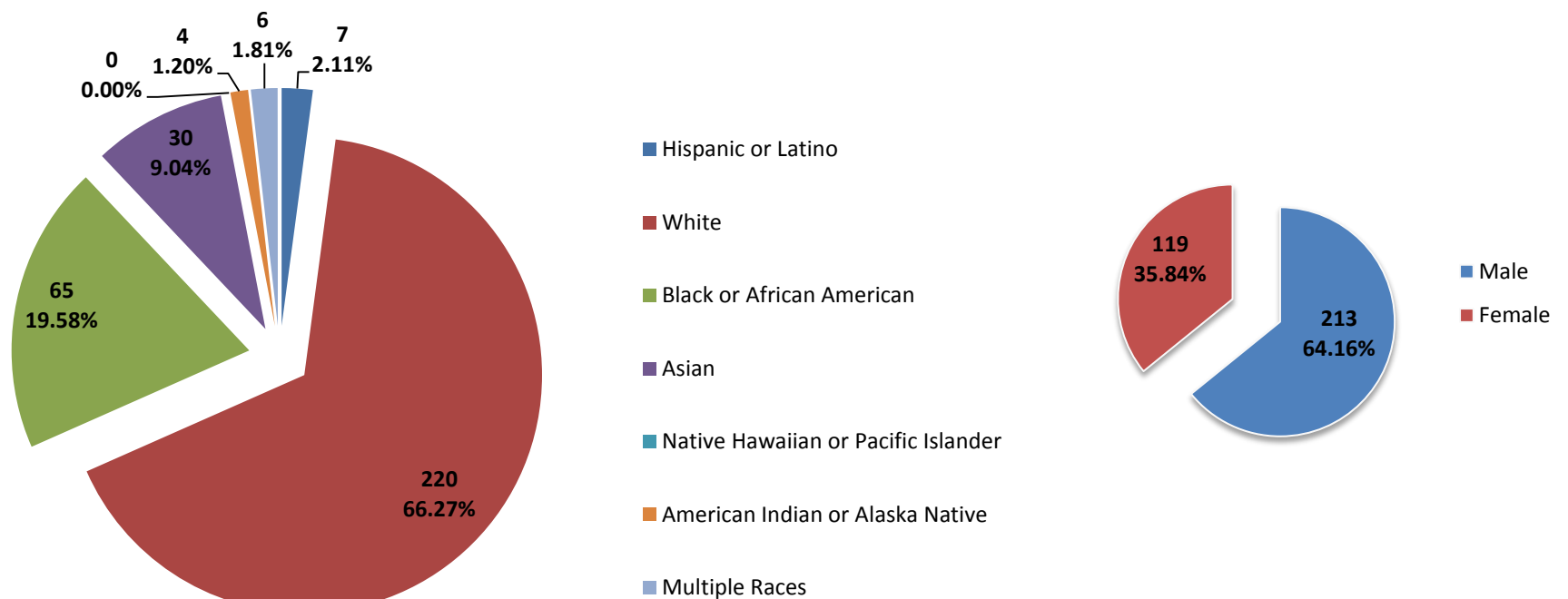
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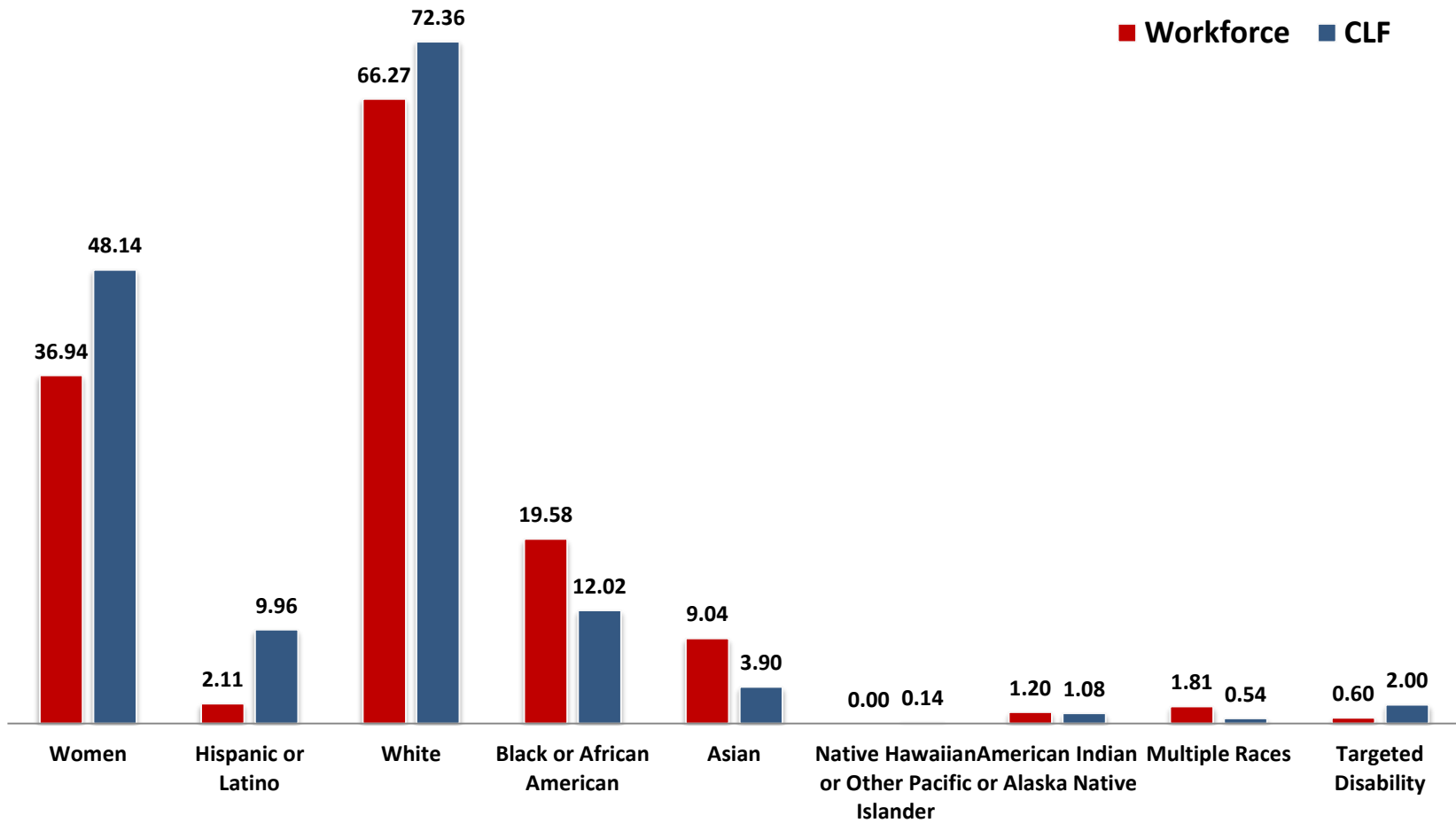
NATIONAL TELECOMMUNICATION AND INFORMATION ADMINISTRATION

The National Telecommunications and Information Administration (NTIA), located within the Department of Commerce, is the Executive Branch agency that is principally responsible by law for advising the President on telecommunications and information policy issues. NTIA's programs and policymaking focus largely on expanding broadband Internet access and adoption in America, expanding the use of spectrum by all users, and ensuring that the Internet remains an engine for continued innovation and economic growth.

WORKFORCE BREAKDOWN



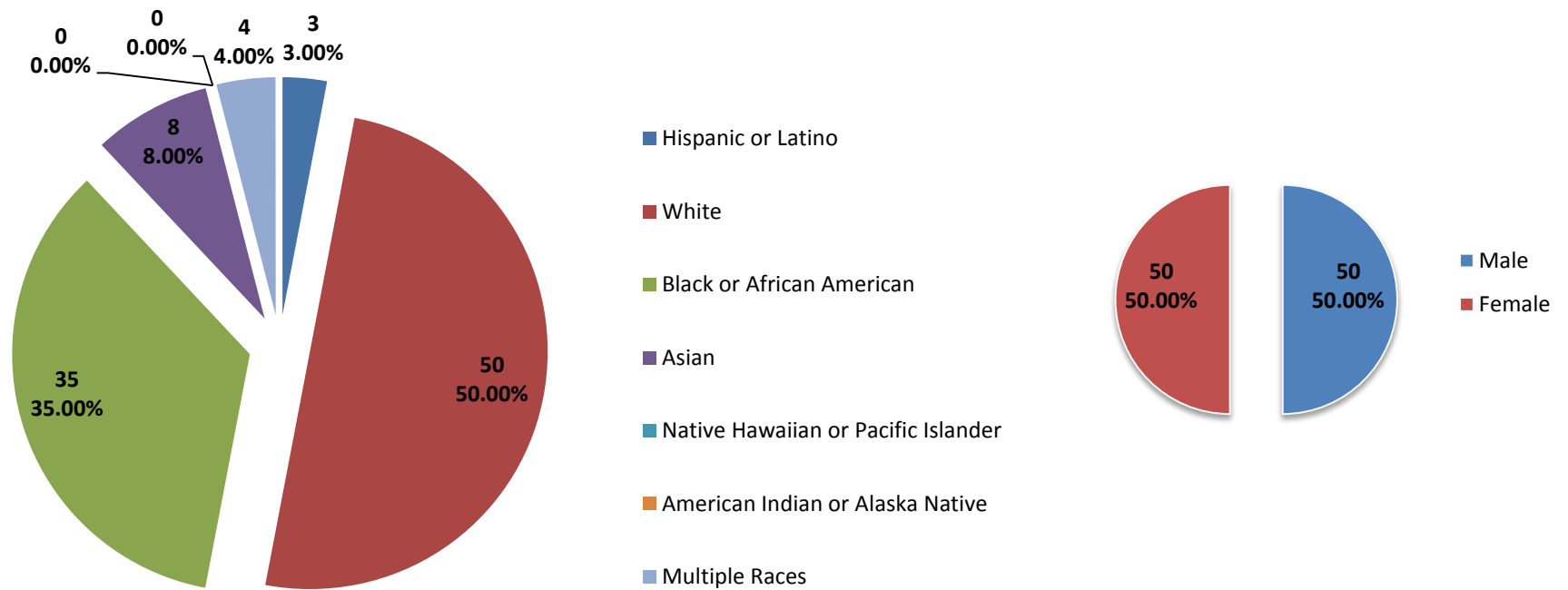
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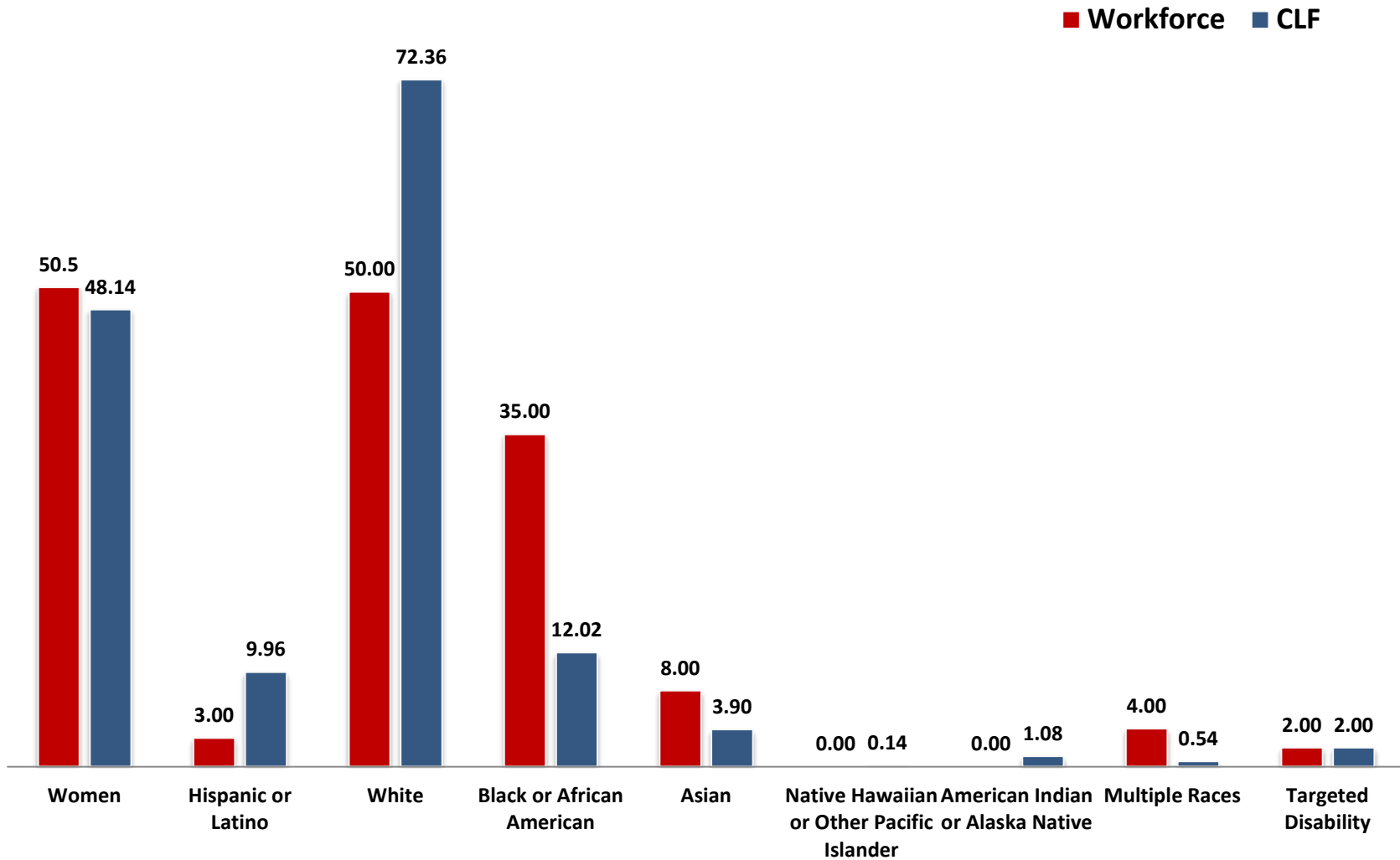
NATIONAL TECHNICAL INFORMATION SERVICE (NTIS)

The National Technical Information Service serves as the largest central resource for government-funded scientific, technical, engineering, and business related information available today. For more than 60 years NTIS has assured businesses, universities, and the public timely access to approximately 3 million publications covering over 350 subject areas.

WORKFORCE BREAKDOWN



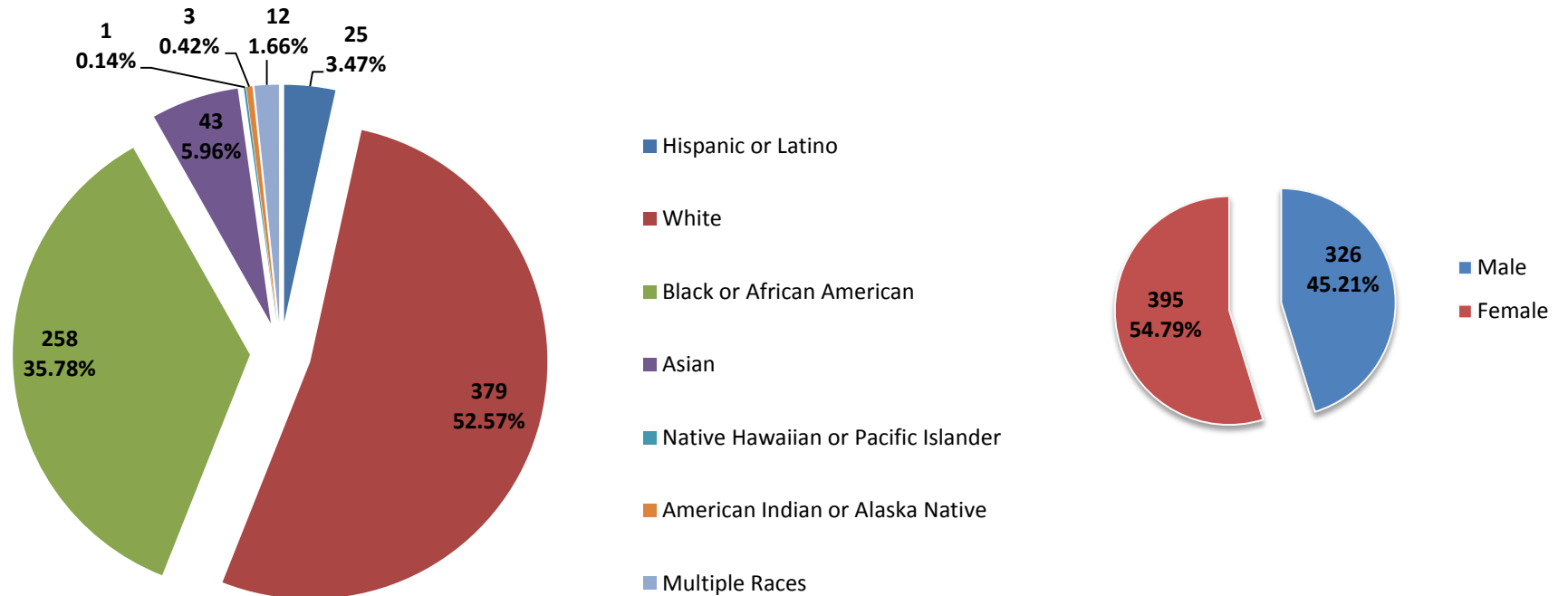
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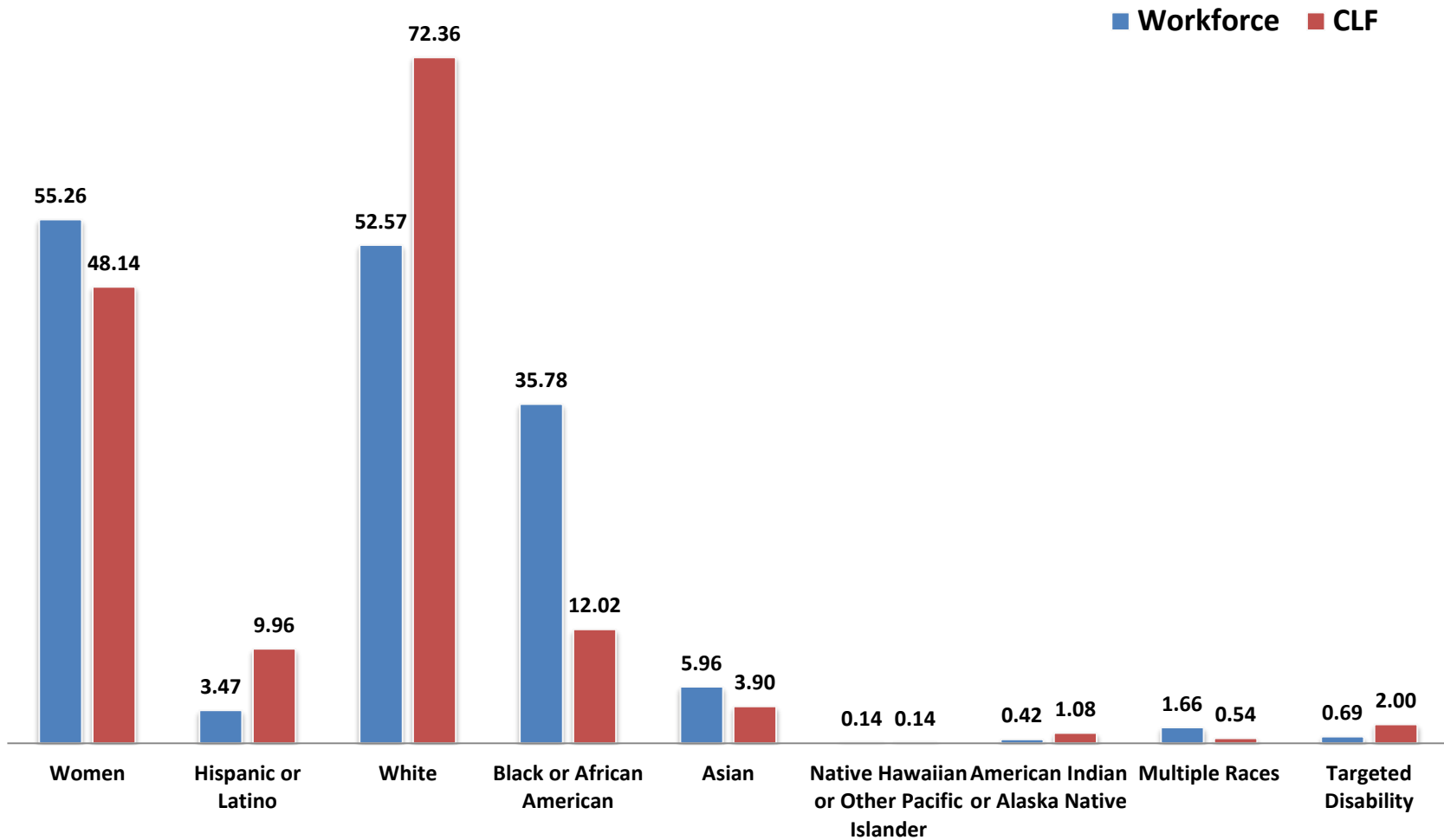
OFFICE OF THE SECRETARY

The Office of the Secretary is the general management arm of the Department and provides the principal support to the Secretary in formulating policy and in providing advice to the President. It provides program leadership for the Department's functions and exercises general supervision over the operating units. It also directly carries out program functions as may be assigned by the Secretary, and provides, as determined to be more economic or efficient, administrative and other support services for designated operating units.

WORKFORCE BREAKDOWN



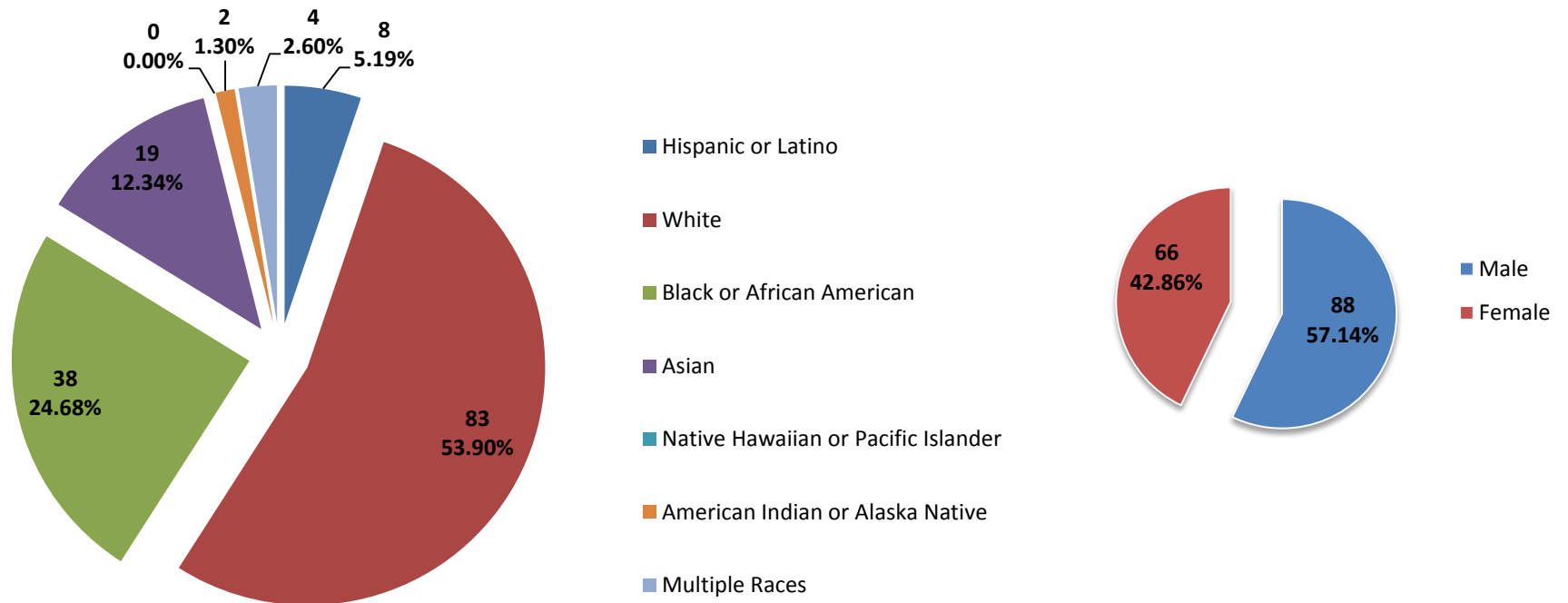
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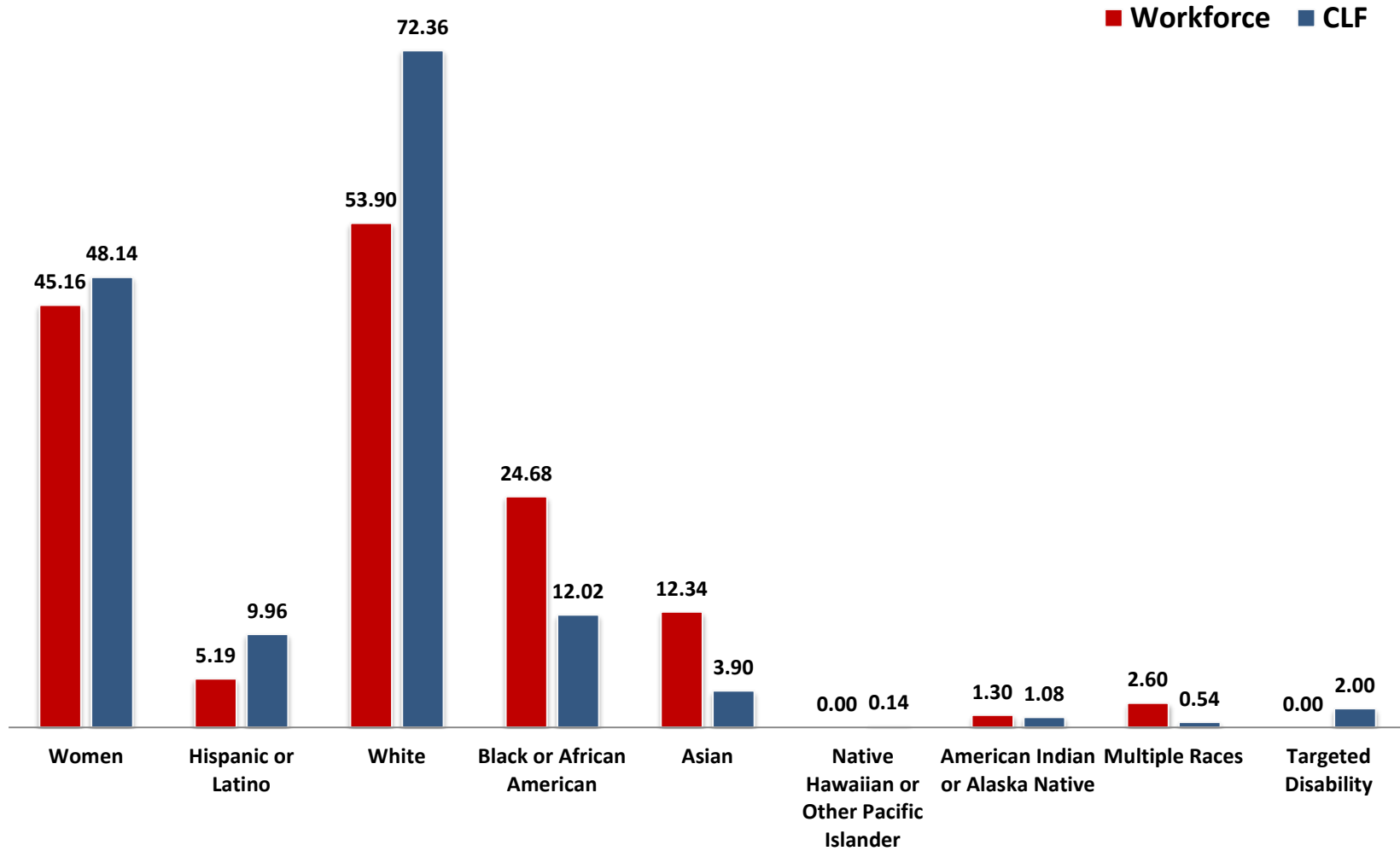
OFFICE OF THE INSPECTOR GENERAL (OIG)

The Office of Inspector General (OIG) seeks to improve the efficiency and effectiveness of the U.S. Department of Commerce's programs and operations through independent and objective oversight. OIG also endeavors to detect and deter waste, fraud, and abuse through its audits, inspections, evaluations, and investigations. The Inspector General keeps the Secretary of Commerce and Congress informed about problems and deficiencies relating to Commerce activities and the need for corrective action.

WORKFORCE BREAKDOWN



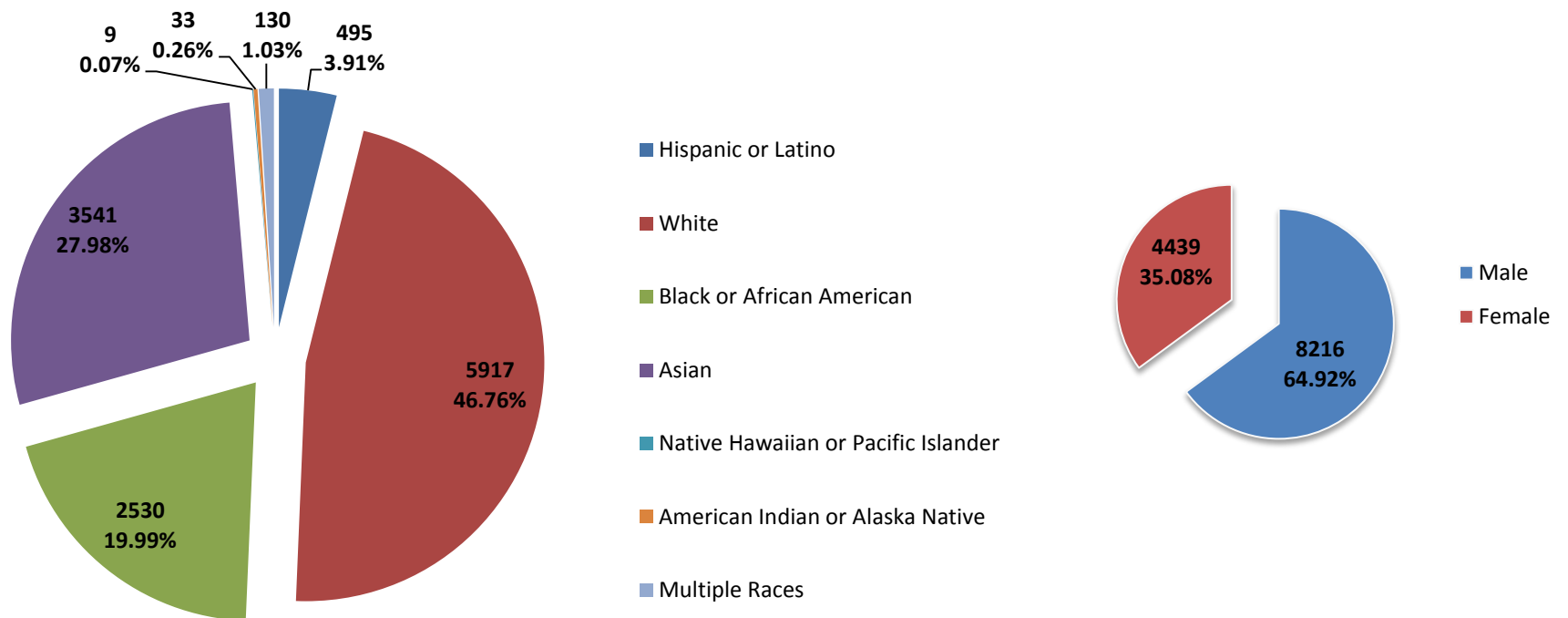
COMPARISON OF PERMANENT WORKFORCE WITH CIVILIAN LABOR FORCE (CLF)



PATENT AND TRADEMARK OFFICE

The United States Patent and Trademark Office (USPTO) is the federal agency for granting U.S. patents and registering trademarks. In doing this, the USPTO fulfills the mandate of Article I, Section 8, Clause 8, of the Constitution that the legislative branch "promote the progress of science and the useful arts by securing for limited times to inventors the exclusive right to their respective discoveries." The USPTO registers trademarks based on the commerce clause of the Constitution (Article I, Section 8, Clause 3). Under this system of protection, American industry has flourished.

WORKFORCE BREAKDOWN



COMPARISON OF PERMANENT WORKFORCE WITH CIVILIAN LABOR FORCE (CLF)

