DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEEO

23 DEC 1996

MEMORANDUM FOR Commanders, USACE Commands

SUBJECT: Alternative Civilian Labor Force Availability Data for Affirmative Employment Program Planning

1. Reference Management Directive 714, Equal Employment Opportunity Commission (EEOC), 6 October 1987, subject: Instructions for the Development and submission of Federal Affirmative Employment Multi-Year Program Plans, Accomplishment Reports, and Annual Updates for FY 1988 through FY 1992.

2. Affirmative employment program planning for grades GS/GM-13 and above for the larger career programs within USACE will be based on comparisons between the USACE organization work force and the differentiated national civilian labor force (CLF) data at Enclosure 1.

3. A primary objective of Federal affirmative employment programs is to reflect the make-up of the CLF in all occupations and grade levels. Numerical objectives in affirmative employment programs must have a reasonable relation to the availability of candidates. This is particularly true for highly technical occupations in which the pool of historically underrepresented groups may be limited. However, the availability of minorities and women varies considerably by career field within broad occupational categories. For example, within the U.S. civilian labor force, women comprise 5% of accountants and auditors, 7% of civil engineers, 32% of lawyers, and 98% of librarians -- all professional occupations. Accordingly, EEOC's CLF availability figure of 37% women in professional occupations is not always the proper benchmark.

4. In order to ensure that affirmative employment program numerical objectives are reasonable for positions in grades GS/GM-13 and above in our mainstream occupations, numerical objectives should be established separately for each career program having a substantial number of employees (generally 20 or more in a district-sized organization, 50 or more in a division.

5. The alternative national CLF availability data at Enclosure 1 will be used in determining underrepresentation and establishing numerical objectives for grades GS/GM-13 and above within the

larger career programs. Standard national civilian labor force availability data furnished by the EEOC will be used for planning in senior level occupations not included in the larger career programs. Enclosure 2 provides an example.

6. Standard local, state or regional CLF availability data will continue to be used for affirmative employment program planning for the entry and mid-level grades because recruitment for these positions is normally local or regional.

7. In the absence of a decision on the long-standing USACE request to apply more realistic civilian labor force data in affirmative employment program planning, the use of alternative data may generate questions. Any questions or objections to the use of the alternative national CLF data should be referred to this headquarters, ATTN: CEEO.

8. Point of contact is John Sellmansberger, (202) 761-0095.

FOR THE COMMANDER:

2 Enclosures

ANITA G. GOMEZ-BENNETT
Chief, Office of Equal
Employment Opportunity

CF:
EEO Officers

1990 CIVILIAN LABOR FORCE DATA, BY OCCUPATION, FOR SELECTED U.S. ARMY CAREER PROGRAMS

COMPILED BY THE U.S. ARMY CORPS OF ENGINEERS OFFICE OF EQUPLOYMENT OPPORTUNITY FOR AFFIRMATIVE EMPLOYMENT PLANNING

CAREER PROGRAM	CENSUS OCCUPATIONS	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AND PACIFIC ISLANDER MALE	ASIAN AND PACIFIC ISLANDER FEMALE	AMERICAN INDIAN, ESKIMO OR ALEUT MALE	AMERICAN INDIAN, ESKIMO OR ALEUT FEMALE	OTHER RACES MALE	OTHER RACES FEMALE
#10 CIVILIAN PERSONNEL ADMINISTRATION	PERSONNEL AND LABOR RELATIONS MANAGERS	275,495	115,315	108,353	10,105	13,227	10,351	8,560	4,797	3,247	596	782	82	80
	PERSONNEL, TRAINING, AND LABOR RELATIONS SPECIALISTS	513,625	177,290	233,612	21,358	38,411	13,411	16,578	3,580	5,926	1,321	1,852	178	108
	TOTAL	789,120	292,605	341,965	31,463	51,638	23,762	25,138	8,377	9,173	1,917	2,634	260	188
	PERCENT	100.0	37.1	43.3	4.0	6.5	3.0	3.2	1.1	1.2	0.2	0.3	0.0	0.0
#11 COMPTROLLER FUNCTIONAL AREA	FINANCIAL MANAGERS	635,911	306,454	252,494	12,179	17,516	12,032	12,663	12,265	8,614	605	859	95	135
	MANAGEMENT ANALYSTS	281,789	170,371	81,846	6,610	7,131	4,672	3,025	4,354	2,490	607	507	110	66
	ACCOUNTANTS & AUDITORS	1,590,178	646,664	678,739	37,457	68,589	28,867	38,170	37,092	48,912	1,500	3,435	260	493
	OTHER FINANCIAL OFFICERS	679,275	293,550	295,804	13,245	25,920	11,329	17,752	9,267	10,104	681	1,353	132	138
	TOTAL	3,187,153	1,417,039	1,308,883	69,491	119,156	56,900	71,610	62,978	70,120	3,393	6,154	597	832
	PERCENT	100.0	44.5	41.1	2.2	3.7	1.8	2.2	2.0	2.2	0.1	0.2	0.0	0.0
#14 CONTRACTING AND PROCUREMENT	PURCHASING MANAGERS	120,775	72,811	34,562	2,547	3,325	2,500	1,599	2,022	881	224	250	32	22
	BUYERS, WHOLESALE AND RETAIL TRADE, EXCEPT FARM PRODUCTS	228,399	94,422	107,777	3,808	5,361	5,741	4,930	2,719	2,828	323	387	38	65
	PURCHASING AGENTS AND BUYERS, N.E.C.*	246,967	120,229	95,506	6,461	8,994	5,796	4,676	2,433	1,630	495	622	60	65
	TOTAL	596,141	287,462	237,845	12,816	17,680	14,037	11,205	7,174	5,339	1,042	1,259	130	152
	PERCENT	100.0	48.2	39.9	2.1	3.0	2.4	1.9	1.2	0.9	0.2	0.2	0.0	0.0

SOURCE: DETAILED OCCUPATION AND OTHER CHARACTERISTICS FROM THE EEO FILE FOR THE UNITED STATES, BUREAU OF THE CENSUS, DEPARTMENT OF COMMERCE, OCTOBER 1992.

* N.E.C. = Not elsewhere categorized.

Enclosure 1

CAREER PROGRAM	CENSUS OCCUPATIONS	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AND PACIFIC ISLANDER MALE	ASIAN AND PACIFIC ISLANDER FEMALE	AMERICAN INDIAN, ESKIMO OR ALEUT MALE	AMERICAN INDIAN, ESKIMO OR ALEUT FEMALE	OTHER RACES MALE	OTHER RACES FEMALE
#16 ENGINEERS AND SCIENTISTS -- NON-CONSTRUCTION	GEOLOGISTS & GEODESISTS	53,129	43,093	7,010	421	169	989	281	840	139	128	27	30	2
	PSYCHOLOGISTS	191,962	70,276	99,107	5,037	7,200	2,792	3,853	988	1,736	311	573	26	63
	ATMOSPHERE & SPACE SCIENTISTS	8,354	6,680	883	242	63	105	68	215	55	37	2		4
	BIOLOGICAL & LIFE SCIENTISTS	62,137	31,327	21,599	1,149	1,285	1,127	848	2,435	2,119	161	72	8	7
	PHARMACOLOGISTS	181,798	101,820	54,002	3,440	4,277	2,815	2,869	6,594	5,574	267	103	13	24
	MEDICAL SCIENTISTS	27,519	12,151	9,251	524	559	574	434	2,514	1,445		45		22
	CHEMISTS, EXCEPT BIOCHEMISTS	141,255	84,751	29,179	5,679	2,938	2,803	1,701	9,013	4,767	214	93	45	72
	FORESTRY & CONSERVATION SCIENTISTS	34,815	27,757	4,191	919	185	756	123	225	55	540	56	8	
	ENGINEERS													
	AEROSPACE ENGINEERS	143,434	112,350	9,170	3,648	942	5,197	437	10,109	1,025	405	65	77	9
	CHEMICAL	64,320	50,001	5,778	1,726	520	1,501	304	3,830	548	86	7	19	
	ELECTRICAL & ELECTRONIC	467,023	358,739	35,622	15,055	4,283	12,999	1,920	32,383	4,566	1,086	110	209	51
	INDUSTRIAL	176,333	135,998	20,422	4,830	1,645	4,628	1,104	5,870	1,185	472	114	61	4
	MARINE & NAVAL ARCHITECTS	13,269	11,623	422	315	52	199	12	568	7	65	0	6	
	MECHANICAL	185,872	156,757	8,274	4,516	538	4,144	254	10,181	697	420	17	74	
	METALURGICAL AND MATERIAL	19,230	15,149	1,816	422	243	424	75	992	70	34	5		
	NUCLEAR	10,801	9,006	626	186	5	232	13	663	41	21	8		
	ENGINEERS, N.E.C.	341,963	266,021	27,183	9,597	2,131	8,828	1,370	23,081	2,608	785	118	228	13
	MATH/COMPUTER SCIENTISTS													
	STATISTICIANS	31,852	13,317	12,390	888	1,862	604	657	863	1,139	64	60	8	
	OPERATIONS AND SYSTEMS RESEARCHERS & ANALYSTS	251,818	123,549	85,804	8,927	11,184	5,160	5,157	6,291	4,683	464	479	93	27
	MATH SCIENTISTS, N.E.C.	5,815	3,789	1,184	153	211	93	21	296	59	0	9		
	PHYSICISTS & ASTRONOMERS	27,842	21,688	3,058	470	206	541	120	1,465	210	74	10		
	CHEMISTS EXCEPT BIOCHEMISTS	141,260	84,751	1,701	5,679	2,938	2,803	1,701	9,013	4,767	214	93	45	72
	PHYSICAL SCIENTISTS, N.E.C.	18,782	12,098	4,745	433	433	295	68	455	158	44	40	13	
	TOTAL	965,633	541,734	263,909	28,147	27,549	20,306	14,646	37,966	19,510	1,769	1,373	963	370
	PERCENT	100.0	56.1	27.3	2.9	2.9	2.1	1.5	3.9	2.0	0.2	0.1	0.1	0.0
#18 ENGINEERS AND SCIENTISTS -- RESOURCES & CONSTRUCTION	CONSTRUCTION INSPECTORS	64,284	50,978	3,106	3,882	712	3,358	225	1,365	103	481	51	23	
	ARCHITECTS	156,874	115,733	20,342	3,711	616	6,720	1,286	6,719	1,378	250	40	79	
	ENGINEERS													
	AGRICULTURAL	2,148	1,838	96	27	18	83	0	64	22	0	0		
	CIVIL	252,808	200,217	14,015	6,937	1,047	8,466	788	18,691	1,708	736	60	115	28
	CHEMICAL	64,320	50,001	5,778	1,726	520	1,501	304	3,830	548	86	7	19	
	ELECTRICAL & ELECTRONIC	467,023	358,739	35,622	15,055	4,283	12,999	1,920	32,383	4,566	1,086	110	209	51
	INDUSTRIAL	176,333	135,998	20,422	4,830	1,645	4,628	1,104	5,870	1,185	472	114	61	4
	MARINE & NAVAL ARCHITECTS	13,269	11,623	422	315	52	199	12	568	7	65	0	6	
	MECHANICAL	185,872	156,757	8,274	4,516	538	4,144	254	10,181	697	420	17	74	

CAREER PROGRAM	CENSUS OCCUPATIONS	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AND PACIFIC ISLANDER MALE	ASIAN AND PACIFIC ISLANDER FEMALE	AMERICAN INDIAN, ESKIMO OR ALEUT MALE	AMERICAN INDIAN, ESKIMO OR ALEUT FEMALE	OTHER RACES MALE	OTHER RACES FEMALE
#18 (CONT'D)	MINING	6,478	5,607	373	44	24	184	0	160	0	54	18	14	
	NUCLEAR	10,801	9,006	626	186	5	232	13	663	41	21	8		
	PETROLEUM	24,565	21,029	1,370	425	90	654	117	731	67	69	13		
	ENGINEERS, N.E.C.	341,963	266,021	27,183	9,597	2,131	8,828	1,370	23,081	2,608	785	118	228	13
	MATH/COMPUTER SCIENTISTS													
	STATISTICIANS	31,852	13,317	12,390	888	1,862	604	657	863	1,139	64	60	8	
	MATH SCIENTISTS, N.E.C.	5,815	3,789	1,184	153	211	93	21	296	59	0	9		
	NATURAL SCIENTISTS													
	ATMOSPHERE & SPACE SCIENTISTS	8,354	6,680	883	242	63	105	68	215	55	37	2		4
	BIOLOGICAL & LIFE SCIENTISTS	62,137	31,327	21,599	1,149	1,285	1,127	848	2,435	2,119	161	72	8	7
	CHEMISTS, EXCEPT BIOCHEMISTS	141,255	84,751	29,179	5,679	2,938	2,803	1,701	9,013	4,767	214	93	45	72
	FORESTRY & CONSERVATION SCIENTISTS	34,815	27,757	4,191	919	185	756	123	225	55	540	56	8	
	GEOLOGISTS & GEODESISTS	53,129	43,093	7,010	421	169	989	281	840	139	128	27	30	2
	PHYSICAL SCIENTISTS, N.E.C.	18,782	12,098	4,745	433	433	295	68	455	158	44	40	13	
	PHYSICISTS & ASTRONOMERS	27,842	21,688	3,058	470	206	541	120	1,465	210	74	10		
	URBAN PLANNERS	18,531	10,529	5,084	861	539	615	312	438	104	32	17		
	ECONOMISTS	152,237	76,409	59,302	3,522	3,519	2,433	1,777	2,769	2,138	192	166	10	
	SOCIOLOGISTS	2,211	828	829	65	99	102	65	126	59	31	7		
	RECREATION WORKERS	50,779	9,973	29,105	3,322	4,206	1,034	1,851	277	551	154	213	51	42
	SURVEYORS & MAPPING SCIENTISTS	11,405	9,784	788	180	55	332	13	149	28	67	4	5	
	TOTAL	2,385,882	1,735,570	316,976	69,555	27,451	63,825	15,298	123,872	24,511	6,263	1,332	1,006	223
	PERCENT	100.0	72.7	13.3	2.9	1.2	2.7	0.6	5.2	1.0	0.3	0.1	0.0	0.0
#34 INFORMATION MISSION AREA	LIBRARIANS	228,506	41,520	153,974	3,721	13,253	2,277	5,113	2,046	5,416	261	846	12	67
	COMPUTER SYSTEMS ANALYSTS AND SCIENTISTS	471,290	278,755	118,647	13,668	11,249	9,069	4,214	24,231	9,817	877	432	231	100
	AUTHORS	106,730	50,202	49,161	1,402	1,724	1,091	955	912	816	235	189	21	22
	TECHNICAL WRITERS	74,292	34,636	32,876	1,354	2,027	524	976	649	944	102	188		16
	PHOTOGRAPHERS	143,520	85,496	37,148	5,526	2,504	5,808	2,460	2,904	972	414	219	21	48
	PAINTERS, CRAFT ARTISTS & PRINTMAKERS	212,762	84,913	102,028	4,934	2,526	6,853	3,507	3,352	2,785	909	753	106	96
	EDITORS & REPORTERS	266,543	118,006	120,040	5,762	8,115	4,260	3,991	2,800	2,625	427	399	48	70
	TOTAL	1,503,643	693,528	613,874	36,367	41,398	29,882	21,216	36,894	23,375	3,225	3,026	439	419
	PERCENT	100.0	46.1	40.8	2.4	2.8	2.0	1.4	2.5	1.6	0.2	0.2	0.0	0.0

CAREER PROGRAM	CENSUS OCCUPATIONS	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AND PACIFIC ISLANDER MALE	ASIAN AND PACIFIC ISLANDER FEMALE	AMERICAN INDIAN, ESKIMO OR ALEUT MALE	AMERICAN INDIAN, ESKIMO OR ALEUT FEMALE	OTHER RACES MALE	OTHER RACES FEMALE
#55 REAL ESTATE	MGRS, PROPERTY & REAL ESTATE	411,466	190,789	163,607	11,674	11,667	13,240	10,195	4,873	3,051	916	1,169	133	152
	PERCENT	100.0	46.4	39.8	2.8	2.8	3.2	2.5	1.2	0.7	0.2	0.3	0.0	0.0
#56 LAW	LAWYERS AND JUDGES	779,471	552,746	167,094	15,452	11,868	13,130	6,580	6,822	4,023	1,082	519	94	61
	PERCENT	100.0	70.9	21.4	2.0	1.5	1.7	0.8	0.9	0.5	0.1	0.1	0.0	0.0
OTHER PROFESSIONAL	PERCENT	100.0	54.7	30.3	2.4	3.2	2.1	1.4	3.5	1.9	0.2	0.2		
OTHER ADMINISTRATIVE	PERCENT	100.0	42.1	40.4	3.6	5.3	2.6	2.6	1.4	1.4	0.3	0.3		