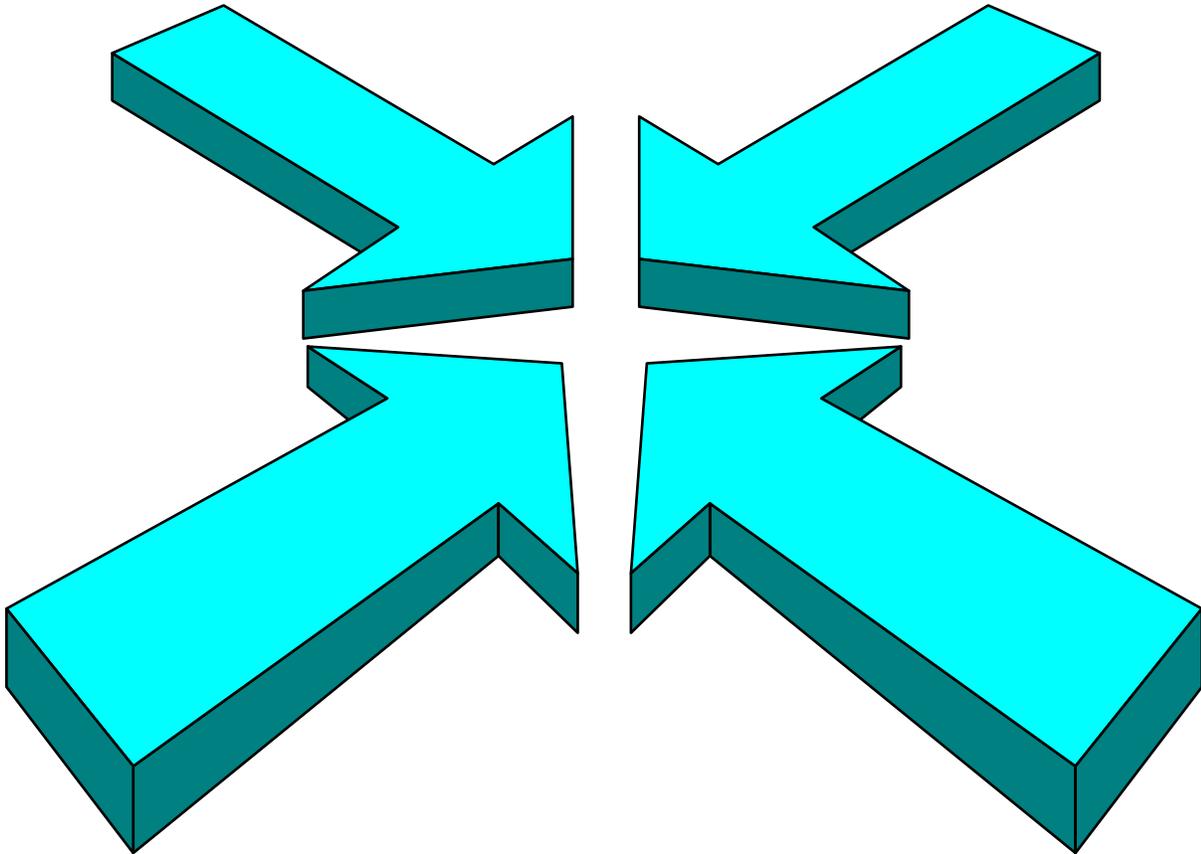


**AFFIRMATIVE EMPLOYMENT PROGRAM  
ANNUAL UPDATE  
FISCAL YEAR 2002**



**US Army Corps  
of Engineers** ®  
Norfolk District

CENAO-SS-EX

11 December 2001

MEMORANDUM FOR Managers and Supervisors

Subject: FY 02 Hiring Goals

Through the careful management of attrition, targeted recruitment, and some reordering of our priorities, we can ensure that we have the workforce we need to meet our commitments and to be responsible stewards of taxpayer money.

During my tenure, I am determined to make the Norfolk District a model District, staffed and managed by a talented and diverse workforce. I am convinced that America can only remain competitive in the 21<sup>st</sup> century if we tap the talents of our nations diverse population. In recent years, the lack of hiring opportunities and downsizing limited our ability to make meaningful changes to our workforce profile.

We now have the opportunity to focus on diversity as we rebuild our capacity to meet critical needs and other workforce readiness issues. It is incumbent upon each Division, as it conducts workforce planning, to coordinate initiatives with the staff of the Equal Employment Opportunity Office and Civilian Personnel Advisory Center.

The EEO staff has developed an innovative action plan that will facilitate the achievement of the FY 02 goals and ultimately ensure that we have a high quality, representative workforce within the Norfolk District. For example, minorities and women are not fully represented. Hispanics, in particular, are underrepresented at all grade levels, comprising only 2.0 percent of the Districts' workforce, compared to 8.1 percent of the national civilian labor force. The plan provides you with several lists of recruiting sources. You can use this resource guide to assist in identifying where targeted recruiting efforts will best succeed, and stimulate interest in public service careers.

I will devote adequate resources to establishing and conducting continuous recruitment efforts. I expect full support by all levels of management and supervision, and look forward to a positive outcome

# Section I

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN  
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM UPDATE  
FOR FISCAL YEAR 2002**

\*NUMERICAL OBJECTIVES  
\*OBJECTIVES AND ACTION ITEMS

U.S. ARMY CORPS OF ENGINEERS, NORFOLK DISTRICT

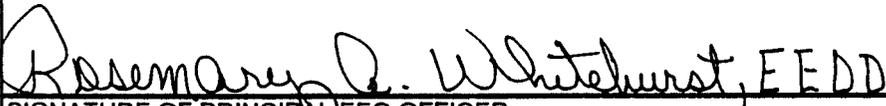
NAME OF ORGANIZATION:

ORGANIZATIONAL LEVEL:	AGENCY _____	MOC _____
	REGION _____	COMMAND _____
	INSTALLATION _____	X _____
	HEADQUARTERS _____	_____

NUMBER OF EMPLOYEES COVERED BY THE PLAN:		TOTAL	<u>406</u>
PROFESSIONAL	<u>189</u>	ADMINISTRATIVE	<u>64</u>
TECHNICAL	<u>76</u>	CLERICAL	<u>35</u>
OTHER	<u>12</u>	BLUE COLLAR	<u>30</u>

ROSEMARY A. WHITEHURST	(757) 441-7776
NAME OF CONTACT PERSON/PREPARER	TELEPHONE NUMBER

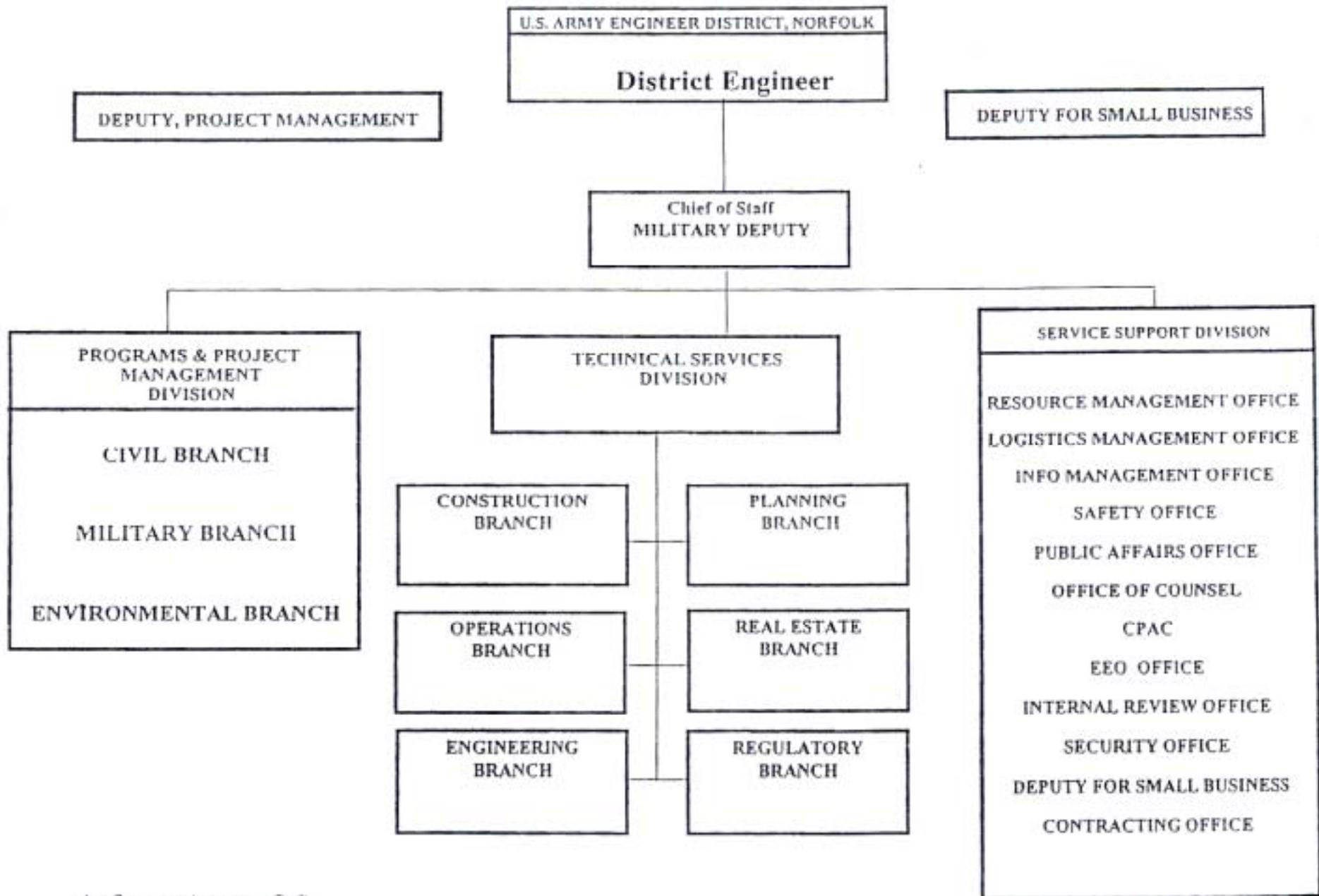
ROSEMARY A. WHITEHURST, EQUAL EMPLOYMENT OPPORTUNITY OFFICER  
NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

	<u>07 December 2001</u>
SIGNATURE OF PRINCIPAL EEO OFFICER	DATE

DAVID L. HANSEN, COLONEL, CORPS OF ENGINEERS, COMMANDING  
NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

	<u>8 Jan 02</u>
SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL	DATE

CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714



After Aug 99