Trends in Laboratory Workforce Demographics

This report only includes NRE	EL-payrolled e	mployees. It e	xcludes non-er	mployee post	tdocs or under	graduates or	r graduate sti	udents.																														
															FY 20:	19 Total f	NREL Wor	kforce De	mograph	ics (as of	September	30, 201	9)															
Employee Category	Total Employees	Women	Men	Did Not Pr	Afric ovide Ameri Bla	can A ican/ An ck Blac	African merican/ ck Women	African American/ Black Men	American Indian or Alaska Nativ	Ame Indi Alaska	erican ian or a Native Al	American Indian or aska Native	Native Hawalian or Other Pacific	Na Hawa Other	tive lian or I Pacific (Native Hawaiian or Other Pacific	Asian	Asian	Women	Asian Men	Two or More Races/Ethnicit	Two or Races/E Wor	r More T Ethnicity Ra men	Two or More sces/Ethnicity Men	Hispanic or Latino	Hispanic o Latino Worn	r Hispanio en Latino M	or Wi	nite W	hite Women	White Men	Persons Disabilit	vith Perso les We	ons with abilities omen	Persons with Disabilities Men	Veterans	Veterans Women	Veterans Men
Overall	2265	825 36%	1439 64%			2.2% 17		32 1.4%			0.3%		1 0.09		0.0%	0 0.0%	324 1	4.3% 97		226 10.0%				18 0.8%	126 5.6%		196 74 3		76.2% 6		1086 47.9				15 0.7%	77 3.4%	7 0.3%	70 3.1%
Senior Leadership Research Management	15	2 13%	13 879 76 769		0.0% 2	13.3% 0 0.0% 0	0.0%	2 13.3% 0 0.0%			1.0%	0 0.0%	0 0.09		0.0%	0 0.0%	5	5.0% 1	1.0%	0 0.0%	0 0.0%		0.0%	0 0.0%	1 6.7% 2 2.0%	2 2.1			92.0%	2 13.3% 20 20.0%	10 66.7 72 72.0		0.0% 0	0.0%	0 0.0%	2 2.0%	0 0.0%	
Operations Management Research Staff	56 1071	21 38% 275 26%	35 63%	6 0		3.6% 0 1.5% 6		2 3.6%			0.0%	0 0.0%	0 0.09		0.0%	0 0.0%	178 1	3.6% 1		1 1.8% 132 12.3%	1 1.8%			0 0.0%	5 8.9% 42 3.9%	3 5.			82.1%	16 28.6% 204 19.0%			0.0% 0	0.0%	0 0.0%	6 10.7% 34 3.2%	1 1.8%	
Operations Staff	670	380 57%	290 43%			2.1% 6		8 1.2%				0 0.0%	0 0.09			0 0.0%	21			11 1.6%	7 1.0%			4 0.6%	55 8.2%		1% 26		84.8%		241 36.0		1.1% 7		7 1.0%	33 4.9%	2 0.3%	
Postdocs Graduate Interns	189	52 28% 28 33%	137 729	6 0	0.0% 8	4.2% 1	0.5%	7 3.7%			0.0%	0 0.0%	0 0.09		0.0%	0 0.0%	80 4	2.3% 19 7.1% 8	10.1%	61 32.3% 15 17.6%	1 0.5%		0.0%	1 0.5%	10 5.3% 5 5.9%	2 1.:		2% 90	47.6%	30 15.9% 16 18.8%	60 31.7 35 41.2		0.5% 0 8.5% 2	0.0%	1 0.5%	0 0.0%	0 0.0%	0 0.0%
Undergraduate Interns	79		35 44%	6 1	1.3% 3	3.8% 2		1 1.3%			0.0%								15.2%	2 2.5%				1 13%				1% 52	65.8%	26 32.9%	26 32.9			0.0%	1 13%	1 1.3%	0 0.0%	1 1.3%
															FY 20:	20 Total f	NREL Wor	kforce De	mograph	ics (as of !	September	30, 2020	0)															
Employee Category	Total Employees	Women	Men	Did Not Pro	Afric	can A	African merican/	African American/	American Indian or	Ame Indi	erican . ian or	American Indian or aska Native	Native Hawalian or	Na Hawa	tive	Native Hawaiian or	Asian		Women		Two or More		r More T	Two or More	Hispanic or	Hispanic o	r Hispanio	or w	nite W	/hite Women	White Men	Persons	rith Perso	ons with	Persons with Disabilities	Veterans	Veterans Women	Veterans Men
Overall	Employees 2490	930 37%	1557 63%		Bla	ck Blac 2.2% 19	ck Women	Black Men 35 1.4%	Alaska Nativ	/e Wo	men	Men 5 0.2%	Other Pacific Islander 1 0.09	Other Islander	Pacific C Women I	Other Pacific slander Men 0 0.0%				266 10.7%	Races/Ethnicit	Wor 12	men 0.5%	Men 18 0.7%	Latino 152 6.1%		en Latino M				1147 46.1	Disabilit % 29	les We	omen	Men 15 0.6%	82 3.3%	7 0.3%	
Senior Leadership	16	2 13%	14 88%	6 0	0.0% 2	12.5% 0	0.0%	2 12.5%	0 0.0	% 0	0.0%	0 0.0%	0 0.09	6 0	0.0%	0 0.0%	0	0.0%	0.0%	0 0.0%	0 0.0%	0	0.0%	0 0.0%	2 12.5%	1 6	1% 1 (3% 12	75.0%	1 6.3%	11 68.8	% 0	0.0% 0	0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Research Management Operations Management	104 59	26 25% 22 37%	78 75% 37 63%			0.0% 0 5.1% 0		0 0.0%	1 1.0			0 0.0%	0 0.09			0 0.0%	7	5.7% 1 1.7% 0		6 5.8% 1 1.7%	0 0.0%			0 0.0%	2 1.9% 5 8.5%	2 1.5 3 5.5			90.4%	22 21.2% 18 30.5%			0.0% 0 1.7% 0		0 0.0%	1 1.0% 8 13.6%	0 0.0%	
Research Staff	1194	334 28%	860 72%	6 0	0.0% 25	2.1% 10	0.8%	15 1.3%	5 0.4	% 1	0.1%	4 0.3%	1 0.19	6 1	0.1%	0 0.0%	200 1	6.8% 53	4.4%	147 12.3%	17 1.4%	5	0.4%	12 1.0%	52 4.4%	17 1	1% 35	9% 894	74.9%	247 20.7%	647 54.2	% 11	0.9% 4	0.3%	7 0.6%	31 2.6%	3 0.3%	28 2.3%
Operations Staff Postdocs	736 221	416 57% 55 25%	320 43% 165 75%	-	0.0% 17	2.3% 8	0.5%	9 1.2%	8 1.1	% 8 % 0	0.0%	0 0.0%	0 0.09	6 0	0.0%	0 0.0%	25	3.4% 10 5.2% 23	1.4%	15 2.0% 77 34.8%	0 0.0%	. 4	0.5%	6 0.8% 0 0.0%	66 9.0% 9 4.1%	35 4.1		.2% 610 .6% 107	82.9% 3 48.4%	351 47.7% 30 13.6%	259 35.2 76 34.4	% 14 % 2	1.9% 7	0.9%	7 1.0%	41 5.6% 0 0.0%	0 0.0%	38 5.2%
Graduate Interns	70	30 43%	39 56%	6 1	1.4% 1	1.4% 0	0.0%	1 1.4%				0 0.0%	0 0.09		0.0%	0 0.0%		1.4% 7		15 21.4%	2 2.9%			0 0.0%	5 7.1%	5 7.	1% 0 (.0% 40	57.1%	16 22.9%			1.4% 1	1.4%	0 0.0%	0 0.0%	0 0.0%	
Undergraduate Interns	90	45 50%	44 49%	6 1	1.1% 1	1.1% 0	0.0%	1 1.1%	1 1.1	% 0	0.0%	1 1.1%	0 0.09	6 0	0.0%	0 0.0%	15 1	6.7% 9	10.0%	5 5.6%	0 0.0%	0	0.0%	0 0.0%	11 12.2%	2 2.1	9 1	1.0% 62	68.9%	34 37.8%	28 31.1	% 0	0.0% 0	0.0%	0 0.0%	1 1.1%	0 0.0%	1 1.1%
															FY 20:	21 Total f	NREL Wor	kforce De	mograph	ics (as of	September	30, 202:	1)															
Employee Category	Total Employees	Women	Men	Did Not Pro	Afric ovide Ameri Bla	can A ican/ An	African merican/ ck Women	African American/ Black Men	American Indian or Alaska Nativ	Amo Indi Alask:	erican . ian or a Native Al	American Indian or aska Native	Native Hawaiian or Other Pacific	Na Hawa Other	lian or I	Native Hawaiian or Other Pacific	Asian	Asian	Women	Asian Men	Two or More Races/Ethnicit	Two or Races/E Wor	r More T Ethnicity Ra men	Two or More sces/Ethnicity Men	Hispanic or Latino	Hispanic o	r Hispanio en Latino M	or wi	nite W	hite Women	White Men	Persons Disabilit	rith Perso les We	ons with abilities omen	Persons with Disabilities Men	Veterans	Veterans Women	Veterans Men
Overall	2596	1018 39%	1574 61%		0.2% 50	1.9% 19	9 0.7%	31 1.2%			0.5%	7 0.3%	3 0.19		0.1%	1 0.0%	363 1	4.0% 105		257 9.9%	37 1.4%		0.6%	22 0.8%	158 6.1%	70 2.			75.7%	794 30.6%			1.8% 22	0.8%	25 1.0%	77 3.0%	5 0.2%	
Senior Leadership Research Management	15 116	2 13%	13 87% 86 74%			13.3% 0		2 13.3%			0.0%	0 0.0%	0 0.09			0 0.0%		0.0% 0 8.6% 3		0 0.0%	0 0.0%		0.0%	0 0.0%	1 6.7%	0 0.0			80.0%	2 13.3% 24 20.7%			0.0% 0		0 0.0%	0 0.0%	0 0.0%	
Operations Management	64	22 34%	42 66%	-		6.3% 1	1.6%	3 4.7%	0 0.0	% 0	0.0%	0 0.0%	0 0.09		0.0%	0 0.0%	-	1.6% 0	0.0%	1 1.6%	1 1.6%	1	1.6%	0 0.0%	5 7.8%	3 4.		1% 53	82.8%	17 26.6%	30 30.3	-	8.1% 0	0.0%	2 3.1%	9 14.1%	1 1.6%	8 12.5%
Research Staff Operations Staff	1236 795	361 29% 459 58%	872 7190 336 4290	6 3	0.2% 22	1.8% 8 1.8% 8	1.0%	14 1.1% 6 0.8%	6 0.5 10 1.3	% 1 % 9	0.1%	5 0.4%	2 0.29		0.1%	0.1%	211 1	7.1% 53 3.5% 14	4.3% :	157 12.7% 14 1.8%	16 1.3% 12 1.5%	5	0.4%	11 0.9% 7 0.9%	55 4.4% 72 9.1%	19 1.5	5% 36 : 5% 32 4	.9% 924 .0% 658	74.8%	274 22.2% 382 48.1%	648 52.4 276 34.7	% 13 % 19	1.1% 7	0.6%	6 0.5% 10 1.3%	28 2.3% 38 4.8%	1 0.1%	27 2.2% 35 4.4%
Postdocs	195	58 30%	136 70%	6 1		2.1% 1	0.5%	3 1.5%		% 0	0.0%	0 0.0%	0 0.09		0.0%	0 0.0%	75 3	8.5% 20	10.3%	55 28.2%	4 2.1%		1.0%	2 1.0%	8 4.1%	2 1.			53.3%	33 16.9%	70 35.9				2 1.0%	0 0.0%	0 0.0%	0 0.0%
Graduate Interns Undergraduate Interns	86 89	35 41% 51 57%				2.3% 1 1.1% 0	0.0%	1 1.2%			1.1%	0 0.0%	0 0.09			0 0.0%		1.4% 8 2.4% 7		19 22.1% 4 4.5%				2 2.3%	13 15.1%	0 0.0			10.0.0		20 23.3 30 33.7				3 3.5%			0 0.0%
	' '								<u> </u>																													
										Ame	erican .	American	Native	Na	FY 20:	22 Total I	NREL Wor	kforce De	mograph	ics (as of !	September																	
Employee Category	Total Employees	Women	Men	Did Not Pr	ovide Ameri Bla	can A ican/ An ck Blac	African merican/ ck Women	African American/ Black Men	American Indian or Alaska Nativ	Indi Alask: Wo	ian or a Native All omen	Indian or aska Native Men	Hawaiian or Other Pacific Islander	Hawa Other Islander	lian or I Pacific C Women I	Hawaiian or Other Pacific slander Men	Asian	Asian	Women	Asian Men	Two or More Races/Ethnicit	Races/E Wor	r More T Ethnicity Ra men	Two or More sces/Ethnicity Men	Hispanic or Latino	Hispanic o Latino Worn	r Hispanio en Latino M	or Wi	nite W	hite Women	White Men	Persons Disabilit	rith Perso les Disa We	ons with abilities omen	Persons with Disabilities Men	Veterans	Veterans Women	Veterans Men
Overall Senior Leadership	2815	1125 40%	1687 60%			2.1% 23 12.5% 0		37 1.3% 2 12.5%				0.4%	3 0.19		0.1%	0.0%		4.1% 120		276 9.8% 0 0.0%	43 1.5%			26 0.9%	191 6.8%		97 :		74.5% 8	858 30.5% 3 18.8%	1239 44.0 9 56.3		2.2% 31		32 1.1% 0 0.0%	82 2.9%	9 0.3%	73 2.6%
Research Management	126	47 37%	79 63%		0.0% 1	0.8% 0	0.0%	1 0.8%	1 0.8	% 1	0.8%	0 0.0%	0 0.09	6 0	0.0%	0 0.0%	11	8.7% 4	3.2%	7 5.6%	0 0.0%	. 0	0.0%	0 0.0%	2 1.6%	2 1.0			88.1%	40 31.7%	71 56.3		0.8% 0	0.0%	1 0.8%	0 0.0%	0 0.0%	0 0.0%
Operations Management Research Staff	74 1331	24 32% 385 29%	50 68% 944 71%	6 0	0.0% 3	4.1% 1 1.7% 8	1.4%	2 2.7% 15 1.1%	1 1.4	% 0	0.0%	1 1.4%	0 0.09	6 0	0.0%	0 0.0%	3 235 1	4.1% 1	1.4%	2 2.7% 173 13.0%	3 4.1% 18 1.4%	1	1.4%	2 2.7%	8 10.8% 68 5.1%	4 5.	1% 4 ! 1% 48 :	4% 56	75.7%	17 23.0%	39 52.7 690 51.8	% 1	1.4% 0	0.0%	1 1.4%	5 6.8%	1 1.4%	4 5.4%
Operations Staff	881	505 57%	376 43%		0.0% 23	1.9% 10	1.1%	7 0.8%		% 8	0.2%	2 0.2%	1 0.19			0 0.0%		4.2% 16		21 2.4%	13 1.5%		0.7%	7 0.8%	80 9.1%	46 5.			82.1%	418 47.4%	305 34.6		8.1% 14		13 1.5%	38 4.3%	4 0.5%	34 3.9%
Postdocs Graduate Interns	188	69 37% 58 45%	119 63%		0.0% 4	2.1% 1	0.5%	3 1.6%	0 0.0		0.0%	0 0.0%	0 0.09			0 0.0%	66 3		8.5%	50 26.6% 21 16.2%	5 2.7% 2 1.5%		1.6%	2 1.1% 2 1.5%	11 5.9%	7 3.:			54.3%	42 22.3%			2.1% 2 1.5% 1	1.1%	2 1.1%	0 0.0%	0 0.0%	
Undergraduate Interns	69	33 48%				5.8% 1	1.4%	3 4.3%		% 1		2 2.9%	0 0.09		0.0%	0 0.0%				2 2.9%				1 1.4%	6 8.7%					20 29.0%	26 37.7		1.4% 0	0.0%	1 1.4%	0 0.0%	0 0.0%	
															FY 201	23 Total f	NRFI Wor	kforce De	mogranh	ics las of	September	30 202	3)															
	Total	Women		Did Not Pro	Afric	can A	African	African	American Indian or	Ame In di	erican Ian or	American Indian or	Native Hawalian <u>or</u>	Na Hawa	tive	Native Hawaiian or	Asian				Two or More			Two or More	Hispanic or	Hispanic o	r Hispanio	or		file W	W	Persons	vith Perso	ons with	Persons with	Vere	Veterans	Veterans Men
Employee Category	Employees 3185	Women 1294 41%			Bla	ican/ An ck Blac	ck Women	American/ Black Men 49 1.5%	Alaska Nativ	ve Wo	a Native All omen 0.4%	Men 12 0.4%	Other Pacific Islander	Other Islander	Pacific C Women I	Other Pacific slander Men			Women	Asian Men 334 10.5%	Kaces/Ethnicit	Wor	men	Men 31 1.0%	Latino 230 7.2%	Hispanic o Latino Wom	en Latino M	in Wi	e W	mite Women	White Men 1331 41.8	Disabilit			Persons with Disabilities Men	veterans	Veterans Women	Veterans Men
Overall Senior Leadership	3185 16	1294 41% 4 25%	1885 59% 12 75%			2.4% 26 12.5% 0		49 1.5%				0.4%	0 0.09			0.0%		5.2% 149		0 0.0%	0 0.0%			0 0.0%	2 12.5%				72.7% 5	980 30.8% 3 18.8%			0.0% 0		0 0.0%	95 3.0% 1 6.3%	1 6.3%	
Research Management	138	54 39% 30 36%	84 61%		0.0% 2	1.4% 0		2 1.4%	1 0.7		0.7%	0 0.0%	0 0.09	6 0	0.0%	0 0.0%	12	8.7% 4		8 5.8%	0 0.0%	0	0.0%	0 0.0%	4 2.9%	3 2.		7% 119	86.2%	46 33.3%	73 52.9		0.7% 0		1 0.7%	1 0.7%	0 0.0%	1 0.7%
Operations Management Research Staff	83 1524	30 36% 487 32%	53 64% 1035 68%	6 2	0.0% 5	6.0% 1 1.8% 9		4 4.8% 19 1.2%	9 0.6		0.0%	1 1.2% 6 0.4%	0 0.09 3 0.29			0 0.0%	278 1	4.8% 2 8.2% 80		2 2.4% 197 12.9%	2 2.4%			1 1.2% 14 0.9%	8 9.6% 91 6.0%	4 4.1 32 2.1	1% 59	.8% 63 .9% 1091	75.9%	22 26.5% 351 23.0%			2.4% 0		2 2.4%	6 7.2% 43 2.8%	4 0.3%	5 6.0% 39 2.6%
Operations Staff	972	545 56%	426 44%			2.0% 12		7 0.7%				3 0.3%	1 0.19			0 0.0%	48			25 2.6%	14 1.4%			9 0.9%	90 9.3%		1% 43				339 34.9		3.1% 17		13 1.3%	42 4.3%		37 3.8%
Postdocs Graduate Intern	211 151	69 33% 59 39%	142 67% 90 60%	-		2.8% 0 7.3% 4	2.6%	6 2.8% 7 4.6%	0 0.0		0.0%	0 0.0%	0 0.09			0 0.0%	73 3			55 26.1% 37 24.5%	4 1.9%		0.9%	2 0.9%	15 7.1% 16 10.6%					42 19.9% 33 21.9%					4 1.9% 5 3.3%	0 0.0%	0 0.0%	
Undergraduate Intern	90	46 51%	43 48%			2.2% 0	0.0%	2 2.2%			0.0%	1 1.1%	0 0.09	6 0	0.0%	0 0.0%	17 1	8.9% 7	7.8%	10 11.1%			1.1%	2 2.2%	4 4.4%	3 3.	1% 1 :	1% 63	70.0%	35 38.9%	27 30.0		1.4% 0	0.0%	4 4.4%	0 0.0%	0 0.0%	0 0.0%