

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	50.2	49.8	3.1	3.1	86.2	86.2	1.7	1.7	1.1	1.1	1.1	1.1	8.9	8.9	2.1	2.1
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	407	334	73	2	0	315	68	2	0	2	0	0	0	6	1	7	4
Total Workforce: Prior FY %	100	82.06	17.94	0.49	0.00	77.40	16.71	0.49	0.00	0.49	0.00	0.00	0.00	1.47	0.25	1.72	0.98
Total Workforce: Current FY #	481	410	71	1	0	385	66	4	0	5	0	2	1	5	1	8	3
Total Workforce: Current FY %	100	85.24	14.76	0.21	0.00	80.04	13.72	0.83	0.00	1.04	0.00	0.42	0.21	1.04	0.21	1.66	0.62
Total Workforce: Difference #	74	76	-2	-1	0	70	-2	2	0	3	0	2	1	-1	0	1	-1
Total Workforce: Ratio Change %	0.00	3.18	-3.18	-0.28	0.00	2.64	-2.99	0.34	0.00	0.55	0.00	0.42	0.21	-0.43	-0.04	-0.06	-0.36
Total Workforce: Net Change %	18.18	22.75	-2.74	-50.00	0.00	22.22	-2.94	100.00	0.00	150.00	0.00	0.00	0.00	-16.67	0.00	14.29	-25.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	58	45	13	0	0	44	12	0	0	0	0	0	0	0	0	1	1
Total Workforce: New Hires %	100	77.59	22.41	0.00	0.00	75.86	20.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.72	1.72
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	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	0.00	0.00	0.00
Total Workforce: Removal #	12	8	4	0	0	8	4	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	19	15	4	0	0	14	4	0	0	0	0	0	0	1	0	0	0
Total Workforce: Resignation %	100	78.95	21.05	0.00	0.00	73.68	21.05	0.00	0.00	0.00	0.00	0.00	0.00	5.26	0.00	0.00	0.00
Total Workforce: Retirement #	8	7	1	0	0	7	1	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	100	87.50	12.50	0.00	0.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Other Separations #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Total Workforce: Other Separations %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Total Separations #	42	32	10	0	0	31	10	0	0	0	0	0	0	1	0	0	0
Total Workforce: Total Separations %	100	76.19	23.81	0.00	0.00	73.81	23.81	0.00	0.00	0.00	0.00	0.00	0.00	2.38	0.00	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	379	313	66	2	0	295	61	2	0	2	0	0	0	5	1	7	4
Permanent Workforce: Prior FY %	100	82.59	17.41	0.53	0.00	77.84	16.09	0.53	0.00	0.53	0.00	0.00	0.00	1.32	0.26	1.85	1.06
Permanent Workforce: Current FY #	459	392	67	1	0	369	64	4	0	4	0	2	0	4	1	8	2
Permanent Workforce: Current FY %	100	85.40	14.60	0.22	0.00	80.39	13.94	0.87	0.00	0.87	0.00	0.44	0.00	0.87	0.22	1.74	0.44
Permanent Workforce: Difference #	80	79	1	-1	0	74	3	2	0	2	0	2	0	-1	0	1	-2
Permanent Workforce: Ratio Change %	0.00	2.81	-2.81	-0.31	0.00	2.55	-2.15	0.34	0.00	0.34	0.00	0.44	0.00	-0.45	-0.04	-0.11	-0.62
Permanent Workforce: Net Change %	21.11	25.24	1.52	-50.00	0.00	25.08	4.92	100.00	0.00	100.00	0.00	0.00	0.00	-20.00	0.00	14.29	-50.00

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	50.2	49.8	3.1	3.1	86.2	86.2	1.7	1.7	1.1	1.1	1.1	1.1	8.9	8.9	2.1	2.1
Permanent Workforce #	459	392	67	1	0	369	64	4	0	4	0	2	0	4	1	8	2
Permanent Workforce %	100	85.40	14.60	0.22	0.00	80.39	13.94	0.87	0.00	0.87	0.00	0.44	0.00	0.87	0.22	1.74	0.44

DOD DNGB South Dakota National Guard

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/20/2021 01:04 PM

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades %	100	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	0.00	0.00	0.00
Total #	201	198	3	1	0	188	3	2	0	1	0	1	0	1	0	4	0
Total %	100	98.51	1.49	0.50	0.00	93.53	1.49	1.00	0.00	0.50	0.00	0.50	0.00	0.50	0.00	1.99	0.00

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades #	30	28	2	0	0	27	2	0	0	0	0	0	0	0	0	1	0
Total Senior Grades %	100	93.33	6.67	0.00	0.00	90.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	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	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	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	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	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	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	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	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	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	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	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	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

DOD DNGB South Dakota National Guard

File Process Date and Time: 04/20/2021 01:04 PM

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Management #	195	150	45	0	0	142	42	1	0	2	0	0	0	2	1	3	2
Total Management %	100	76.92	23.08	0.00	0.00	72.82	21.54	0.51	0.00	1.03	0.00	0.00	0.00	1.03	0.51	1.54	1.03
EXECUTIVES																	
Executives #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Executives %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	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	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	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	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	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	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	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	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	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	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	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	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	407	384	1	22	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Prior FY %	100	94.35	0.25	5.41	0.49	0.00	0.25	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Current FY #	481	458	1	22	1	0	0	1	0	0	0	0	0	0	0	0	0
Total Workforce: Current FY %	100	95.22	0.21	4.57	0.21	0.00	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	74	74	0	0	-1	0	-1	1	0	0	-1	0	0	0	0	0	0
Total Workforce: Ratio Change %	0.00	0.87	-0.04	-0.84	-0.28	0.00	-0.25	0.21	0.00	0.00	-0.25	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Net Change %	18.18	19.27	0.00	0.00	-50.00	0.00	-100.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	58	57	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: New Hires %	100	98.28	0.00	1.72	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
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	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	0.00	0.00	0.00
Total Workforce: Removal #	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	19	14	1	4	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Resignation %	100	73.68	5.26	21.05	10.53	0.00	5.26	0.00	0.00	0.00	5.26	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Retirement #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Other Separations #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Other Separations %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Total Separations #	42	37	1	4	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Total Separations %	100	88.10	2.38	9.52	4.76	0.00	2.38	0.00	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	379	356	1	22	2	0	1	0	0	0	1	0	0	0	0	0	0
Permanent Workforce: Prior FY %	100	93.93	0.26	5.80	0.53	0.00	0.26	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Current FY #	459	438	1	20	1	0	0	1	0	0	0	0	0	0	0	0	0
Permanent Workforce: Current FY %	100	95.42	0.22	4.36	0.22	0.00	0.00	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Difference #	80	82	0	-2	-1	0	-1	1	0	0	-1	0	0	0	0	0	0
Permanent Workforce: Ratio Change %	0.00	1.49	-0.04	-1.44	-0.31	0.00	-0.26	0.22	0.00	0.00	-0.26	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Net Change %	21.11	23.03	0.00	-9.09	-50.00	0.00	-100.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS																	

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	407	385	384	1	22	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Prior FY %	100	94.59	94.35	0.25	5.41	0.49	0.00	0.25	0.00	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Current FY #	481	459	458	1	22	1	0	0	1	0	0	0	0	0	0	0	0	0
Total Workforce: Current FY %	100	95.43	95.22	0.21	4.57	0.21	0.00	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	74	74	74	0	0	-1	0	-1	1	0	0	-1	0	0	0	0	0	0
Total Workforce: Ratio Change %	0.00	0.84	0.87	-0.04	-0.84	-0.28	0.00	-0.25	0.21	0.00	0.00	-0.25	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Net Change %	18.18	19.22	19.27	0.00	0.00	-50.00	0.00	-100.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	58	57	57	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: New Hires %	100	98.28	98.28	0.00	1.72	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
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	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	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	12	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	2.49	2.61	2.62	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	0.00	0.00
Total Workforce: Resignation #	19	15	14	1	4	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Resignation %	3.95	3.27	3.06	100.00	18.18	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Retirement #	8	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Retirement %	1.66	1.74	1.75	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	0.00	0.00
Total Workforce: Other Separations #	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Other Separations %	0.62	0.65	0.66	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	0.00	0.00
Total Workforce: Total Separations #	42	38	37	1	4	2	0	1	0	0	0	1	0	0	0	0	0	0
Total Workforce: Total Separations %	8.73	8.28	8.08	100.00	18.18	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	379	357	356	1	22	2	0	1	0	0	0	1	0	0	0	0	0	0
Permanent Workforce: Prior FY %	100	94.20	93.93	0.26	5.80	0.53	0.00	0.26	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Current FY #	459	439	438	1	20	1	0	0	1	0	0	0	0	0	0	0	0	0
Permanent Workforce: Current FY %	100	95.64	95.42	0.22	4.36	0.22	0.00	0.00	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Difference #	80	82	82	0	-2	-1	0	-1	1	0	0	-1	0	0	0	0	0	0
Permanent Workforce: Ratio Change %	0.00	1.44	1.49	-0.04	-1.44	-0.31	0.00	-0.26	0.22	0.00	0.00	-0.26	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Net Change %	21.11	22.97	23.03	0.00	-9.09	-50.00	0.00	-100.00	0.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		

DOD DNGB South Dakota National Guard

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/20/2021 01:04 PM

Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	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	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	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	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	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	0.00	0.00	0.00
GS-15 or Equivalent #																	
GS-15 or Equivalent #	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-15 or Equivalent %	100	0.00	0.00	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #																	
Vacancy Announcements #	0																
Relevant Applicant Pool %																	
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #																	
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %																	
Internal Applications %	100	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	0.00	0.00	0.00
Qualified Internal Applicants #																	
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %																	
Qualified Internal Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #																	
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %																	
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #																	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %																	
Interviewed Applicants %	100	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	0.00	0.00	0.00
Internal Selections #																	
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %																	
Internal Selections %	100	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	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #																	
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %																	
Voluntarily Identified Applicants %	100	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	0.00	0.00	0.00
Qualified External Applicants #																	
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %																	
Qualified External Applicants %	100	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	0.00	0.00	0.00
Referred Applicants #																	
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %																	
Referred Applicants %	100	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	0.00	0.00	0.00
Interviewed Applicants #																	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %																	
Interviewed Applicants %	100	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	0.00	0.00	0.00
External Selections #																	
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %																	
External Selections %	100	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	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

