

AVAILABILITY ANALYSIS

(Section 46a-68-84)

January 2017

INTRODUCTORY NOTES

In the review of the 2015 *Plan*, this section was found to be weak

In the *Plan* evaluation, Dr. Valerie Kennedy noted several errors in the data and calculations. All errors in the data and calculations were reviewed and discussed with Dr. Kennedy at the August 18, 2016 Technical Assistance Meeting and acknowledged in the Letter of Commitment dated August 1, 2016, **ATTACHMENT E**. All necessary corrections were made and submitted to CHRO within the agreed upon timetable. In preparation of the 2016 *Plan*, additional steps to check faulty data connections in Microsoft Excel were taken to ensure the correctness of data and the resulting calculations.

As a result of the August 18 Technical Assistance Meeting, promotable pools that match the existing workforce in each category are included. All instances when every title in a promotable pool is not used for analysis, are noted accordingly in the 2016 *Plan* documentation.

Additionally, based on discussion at the Technical Assistance Meeting, unemployment data is not required as a statistical source if the data is not applicable to the analyzed title/category. When unemployment data was not used, the inapplicability is noted.

For the analyses of coaches and trainers in the Division of Athletics titles of Specialist 1A, Specialist 2A and Specialist 3-4A, the use of solely Division 1 data of the NCAA demographic reports as a statistical source was discussed and determined to be permissible. The statistical data is noted as Division 1 in all instances of its utilization.

Subsection (a)

Availability analyses were conducted by occupational category for each labor market area. Separate analyses were performed for payroll titles with 25 or more employees. Additionally separate analyses were performed for job titles requiring unique skills, abilities or educational qualifications. Remaining titles in the occupational categories were handled as groups.

During this *Plan* year, no new titles exceeded 25 employees and no titles fell below 25 employees, thus no categories for analysis were created or eliminated.

The job content of each office, position, and position classification within an occupational category or, where appropriate, the job content of a position classification was examined and matched with the most nearly parallel job title from the data sources utilized and a relevant labor market was identified.

For the executive-managerial and faculty categories, the recruitment areas are national and statewide. Statewide data was used for professional non-faculty categories. Local labor markets were used for secretarial-clerical, technical-paraprofessional, qualified craft workers and service maintenance categories. Statewide labor markets were used for the Protective Services category at all campuses. For the regional campuses, the local labor market areas in which each regional campus is geographically located were utilized.

Subsection (b)

The following data elements were considered in calculating availability for each category:

- employment figures
- unemployment figures
- the racial and sexual composition of the persons in promotable and/or transferable offices, positions and position classifications

Faculty Promotional Pools

In the faculty job categories, those potentially eligible for promotions in the *Plan* year, based on the requirements of the Promotions, Tenure, and Reappointment (PTR) procedures, were included in the promotional pools. To determine eligibility for promotion, a hire date consistent with the typical tenure schedule was utilized as the cutoff. All employees hired prior to that date were considered eligible for promotion and thus included in the promotional pool. Promotions, Tenure, and Reappointment (PTR) procedures for faculty promotions are explained and included in **ATTACHMENT B** of the *Organizational Analysis* section of the *Plan*.

In addition, applicable sections of the University of Connecticut Professional Employee Association (UCPEA) contract are included to explain the rights that employees have to apply for all positions for which they are qualified and to support the promotional pools used for calculating availability. **ATTACHMENT A.**

Subsection (c)

In calculating availability the following data elements were considered:

- *The U. S. Department of Education National Center for Educational Statistics (IPEDS), 2013* for Executive/Management, Faculty and several Professional job categories.
- *NCAA Race and Gender Demographics Report* for the Specialist 1A, Specialist 2A, and Specialist 3-4A titles, which encompass coaches and trainers in the Department of Athletics. As agreed to in August 18, 2016 Technical Assistance meeting, only Division 1 data is used and the “Other Minority” category is not

included in the “AAIANHNPI Male” or “AAIANHNPI Female” race/gender categories. Based in previous technical assistance meetings, the data in the “2 or More Races” category, as defined by the Federal Government, continues to not be included because the State of Connecticut has not yet addressed, or included, this category in its regulations. The University has compiled an Excel spreadsheet to show NCAA data corresponding only to sports represented at the University. The Excel spreadsheet and the applicable sections of the actual *NCAA Race and Gender Demographics Report* are contained in **ATTACHMENT C**.

Subsection (d)

For each occupational category, position classification or job title analyzed, the name of each source consulted and the basis for selection of each source is provided. The sources utilized include:

- Connecticut Department of Labor’s Connecticut Labor Force Data for Affirmative Action, Third Quarter 2016 – **ATTACHMENT B**
- NCAA Race and Gender Demographics Report, 2015-2016 – **ATTACHMENT C**
- The U. S. Department of Education National Center for Educational Statistics (IPEDS), 2013 and 2014 Tables 314.40, 315.20, 324.30, 324.35, 324.60, 324.70, 323.40 and 323.50 - **ATTACHMENT D**

Additionally, where job titles in the source consulted are not identical to the job titles employed by the agency, the job titles deemed most similar to office, position and position classification within an occupational category or, where appropriate, position classification or job title are documented, and the manner in which the availability base is calculated is substantiated.

Subsection (e)

For job titles with twenty-five (25) or more employees in occupational categories where only the entry level positions are filled by hiring and the other job titles in the series are filled by promotion, the availability base is calculated for the entire series and goals are set for the entire series.

Subsection (f)

In calculating the availability base the sources used to fill position are determined and assigned weights based on the percentage of positions filled from those sources. The total weight for all sources does not exceed one hundred percent (100%). The percent of each race and sex group from each relevant source is multiplied by the weight given to the corresponding source resulting in a weighted factor. The weighted factors for each race and sex group are added to determine the availability base for each race and sex group in each occupational category, position classification, or job title analyzed.

Subsection (g)

The manner in which the availability base is calculated is substantiated in the *Plan*.

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 1-Executive/Managerial
 TITLE: University Director
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	58.2	0.05	2.9	41.8	0.05	2.1	53.1	0.05	2.7	36.2	0.05	1.8	1.8	0.05	0.1	2.7	0.05	0.1
Promotional Pool	48.9	0.45	22.0	51.1	0.45	23.0	45.7	0.45	20.6	44.8	0.45	20.2	1.8	0.45	0.8	1.4	0.45	0.6
National Employment	45.0	0.50	22.5	55.0	0.50	27.5	37.1	0.50	18.6	43.1	0.50	21.6	3.7	0.50	1.9	6.4	0.50	3.2
FINAL AVAIL. FACTOR			47.4			52.6			41.9			43.6			2.8			3.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.5	0.05	0.1	1.3	0.05	0.1	1.8	0.05	0.1	1.6	0.05	0.1						
Promotional Pool	0.9	0.45	0.4	0.9	0.45	0.4	0.5	0.45	0.2	4.1	0.45	1.8						
National Employment	2.2	0.50	1.1	3.1	0.50	1.6	1.9	0.50	0.9	2.4	0.50	1.2						
FINAL AVAIL. FACTOR			1.6			2.1			1.2			3.1						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	5% Higher value weight, since data is more specific to occupations in category.
Promotional Pool	Promotions filled from positions within the University	45% Based on the history of promotions.
National Employment	US Dept of Education - National Ctr For Educational Statistics (IPEDS) Fall 2013 - Management Staff -Table 314.40	50% Weight based on national scope of recruitment for searches in this category.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

1-Executive/Managerial

TITLE:

University Director

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
Employment Data- CT Census - 2000											
Top Executives (111000)	34,089	27,181	6,908	25,440	6,360	430	290	575	135	736	123
Advert, Market, Promo, Pub Relations (112000)	23,601	13,866	9,735	12,820	8,820	360	334	282	223	404	358
Operations Specialists Mgrs (113000)	42,519	25,851	16,668	23,445	14,575	744	910	875	528	787	655
Education Admin (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Purch Agts & Buyers. Farm Prod (131021)	80	40	40	40	30	0	10	0	0	0	0
Claims Adj., Examiners & Invest. (131030)	6,268	2,134	4,134	1,865	3,405	175	470	40	145	54	114
Compliance Officers, Exc. Agri., etc. (131041)	1,444	724	720	590	590	70	35	45	25	19	70
Human Res., Training & Labor Rel. Spec (131070)	12,908	4,408	8,500	3,825	6,970	270	860	160	400	153	270
Logisticians (131081)	439	267	172	255	150	4	4	8	8	0	10
Management Analysts (131111)	12,237	7,304	4,933	6,540	4,375	144	325	190	120	430	113
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	458	250	208	205	200	10	4	15	4	20	0
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Financial Specialists, All Other (132099)	970	405	565	365	425	25	70	0	55	15	15
TOTAL	174,889	101,829	73,060	92,795	63,265	3,201	4,747	2,649	2,333	3,184	2,715
%	100.00	58.225	41.775	53.059	36.174	1.830	2.714	1.515	1.334	1.821	1.552
Promotional Pool for University Director											
Employees in UCP 10 classification	77	40	37	38	29	2	1	0	1	0	6
Employees in UCP 11 classification	25	17	8	16	6	0	0	1	1	0	1
Employees in U Staff Prof III classification	52	25	27	24	24	1	1	0	0	0	2
Employees in U Staff Prof II classification	24	10	14	9	13	1	1	0	0	0	0
Employees in U Staff Prof classification	43	16	27	14	27	0	0	1	0	1	0
TOTAL	221	108	113	101	99	4	3	2	2	1	9
%	100.00	48.869	51.131	45.701	44.796	1.810	1.357	0.905	0.905	0.452	4.072
National Employment- NCES Table 314.40 Fall 2013											
Management	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
TOTAL	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
%	100.00	44.978	55.022	37.142	43.132	3.723	6.374	2.220	3.129	1.894	2.387

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 1-Executive/Managerial
 TITLE: Remaining Titles
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	58.2	0.05	2.9	41.8	0.05	2.1	53.1	0.05	2.7	36.2	0.05	1.8	1.8	0.05	0.1	2.7	0.05	0.1
Promotional Pool	44.6	0.35	15.6	55.4	0.35	19.4	40.8	0.35	14.3	50.3	0.35	17.6	1.3	0.35	0.5	2.5	0.35	0.9
National Employment	45.0	0.60	27.0	55.0	0.60	33.0	37.1	0.60	22.3	43.1	0.60	25.9	3.7	0.60	2.2	6.4	0.60	3.8
FINAL AVAIL. FACTOR			45.5			54.5			39.3			45.3			2.8			4.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.5	0.05	0.1	1.3	0.05	0.1	1.8	0.05	0.1	1.6	0.05	0.1						
Promotional Pool	0.6	0.35	0.2	0.0	0.35	0.0	1.9	0.35	0.7	2.5	0.35	0.9						
National Employment	2.2	0.60	1.3	3.1	0.60	1.9	1.9	0.60	1.1	2.4	0.60	1.4						
FINAL AVAIL. FACTOR			1.6			2.0			1.9			2.4						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	5% Higher value weight, since data is more specific to occupations in category.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions.
National Employment	US Dept of Education - National Ctr For Educational Statistics (IPEDS) Fall 2013 - Management Staff -Table 314.40	60% Weight based on national scope of recruitment for searches in this category.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

1-Executive/Managerial

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data- CT Census - 2000											
Top Executives (111000)	34,089	27,181	6,908	25,440	6,360	430	290	575	135	736	123
Advert, Market, Promo, Pub Relations (112000)	23,601	13,866	9,735	12,820	8,820	360	334	282	223	404	358
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Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budgt Analysts (132031)	458	250	208	205	200	10	4	15	4	20	0
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Financial Specialists, All Other (132099)	970	405	565	365	425	25	70	0	55	15	15
TOTAL	174,889	101,829	73,060	92,795	63,265	3,201	4,747	2,649	2,333	3,184	2,715
%	100.00	58.225	41.775	53.059	36.174	1.830	2.714	1.515	1.334	1.821	1.552
Promotional Pool for Remaining Titles											
Employees in U STAFF PROF III classification	52	25	27	24	24	1	1	0	0	0	2
Employees in U STAFF PROF II classification	24	10	14	9	13	1	1	0	0	0	0
Employees in U STAFF PROF classification	43	16	27	14	27	0	0	1	0	1	0
Employees in U DIRECTOR classification	38	19	19	17	15	0	2	0	0	2	2
TOTAL	157	70	87	64	79	2	4	1	0	3	4
%	100.00	44.586	55.414	40.764	50.318	1.274	2.548	0.637	0.000	1.911	2.548
National Employment- NCES Table 314.40 Fall 2013											
Management	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
%	100.00	44.978	55.022	37.142	43.132	3.723	6.374	2.220	3.129	1.894	2.387

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 2 - Faculty
 TITLE: Professor- All Titles
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Promotional Pool	58.2	0.50	29.1	41.8	0.50	20.9	43.6	0.50	21.8	33.2	0.50	16.6	3.0	0.50	1.5	2.1	0.50	1.1
National Employment	69.3	0.50	34.6	30.8	0.50	15.4	58.0	0.50	29.0	26.0	0.50	13.0	2.3	0.50	1.2	1.5	0.50	0.8
FINAL AVAIL. FACTOR			63.7			36.3			50.8			29.6			2.7			1.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Promotional Pool	3.7	0.50	1.9	2.1	0.50	1.1	7.9	0.50	4.0	4.3	0.50	2.2						
National Employment	2.1	0.50	1.1	1.1	0.50	0.6	6.9	0.50	3.5	2.1	0.50	1.1						
FINAL AVAIL. FACTOR			3.0			1.7			7.4			3.3						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Promotional Pool	Candidates eligible for promotion from Associate Professor titles.	50% Promotions from Associate Professor ranks.
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 315.20 - Professor	50% National Employment has strong weight since specific degrees are required to fill positions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:
TITLE:
CAMPUS:

2-Faculty
Professor Titles
Total University

Period Covered: 10/01/15 - 09/30/16

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Promotional Pool											
Eligible employees in Associate Professor Titles	328	191	137	143	109	10	7	12	7	26	14
TOTAL	328	191	137	143	109	10	7	12	7	26	14
%	100.00	58.232	41.768	43.598	33.232	3.049	2.134	3.659	2.134	7.927	4.268
Natl employment-NCES Table 315.20 2013											
Professor	176,836	122,439	54,397	102,520	46,057	4,018	2,647	3,669	1,935	12,232	3,758
TOTAL	176,836	122,439	54,397	102,520	46,057	4,018	2,647	3,669	1,935	12,232	3,758
%	100.00	69.239	30.761	57.975	26.045	2.272	1.497	2.075	1.094	6.917	2.125

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

2 - Faculty

TITLE:

Associate Professor Titles

LMA:

United States

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Promotional Pool	53.6	0.30	16.1	46.4	0.30	13.9	35.7	0.30	10.7	42.9	0.30	12.9	3.6	0.30	1.1	0.0	0.30	0.0
National Employment	56.2	0.70	39.3	43.8	0.70	30.7	44.0	0.70	30.8	34.7	0.70	24.3	2.9	0.70	2.0	3.0	0.70	2.1
FINAL AVAIL. FACTOR			55.4			44.6			41.5			37.2			3.1			2.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Promotional Pool	3.6	0.30	1.1	0.0	0.30	0.0	10.7	0.30	3.2	3.6	0.30	1.1						
National Employment	2.4	0.70	1.7	1.9	0.70	1.3	6.9	0.70	4.8	4.2	0.70	2.9						
FINAL AVAIL. FACTOR			2.8			1.3			8.0			4.0						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Promotional Pool	Candidates eligible for promotion from Assistant Professor titles.	30% Promotions from Assistant Professor ranks
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 315.20 - Associate Professors	70% Educational Statistics have strong weight since specific degrees are required to fill positions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

2-Faculty

TITLE:

Associate Professor Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Promotional Pool											
Eligible employees in Assistant Professor Titles	28	15	13	10	12	1	0	1	0	3	1
TOTAL	28	15	13	10	12	1	0	1	0	3	1
%	100.00	53.571	46.429	35.714	42.857	3.571	0.000	3.571	0.000	10.714	3.571
Natl employment-NCES Table 315.20 2013											
Associate Professor	148,410	83,358	65,052	65,320	51,497	4,321	4,491	3,533	2,848	10,184	6,216
TOTAL	148,410	83,358	65,052	65,320	51,497	4,321	4,491	3,533	2,848	10,184	6,216
%	100.00	56.167	43.833	44.013	34.699	2.912	3.026	2.381	1.919	6.862	4.188

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 2 - Faculty
 TITLE: Assistant Professor Titles
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	48.7	0.45	21.9	51.3	0.45	23.1	36.7	0.45	16.5	38.6	0.45	17.4	2.8	0.45	1.3	4.3	0.45	1.9
Educational Statistics	46.9	0.55	25.8	53.1	0.55	29.2	34.9	0.55	19.2	36.0	0.55	19.8	2.9	0.55	1.6	5.5	0.55	3.0
FINAL AVAIL. FACTOR			47.7			52.3			35.7			37.2			2.9			4.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	2.4	0.45	1.1	2.4	0.45	1.1	6.8	0.45	3.1	6.0	0.45	2.7						
Educational Statistics	3.4	0.55	1.9	4.1	0.55	2.3	5.6	0.55	3.1	7.5	0.55	4.1						
FINAL AVAIL. FACTOR			3.0			3.4			6.2			6.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 315.20 - Assistant Professors	45% Employment nationally have weight since specific degrees required to fill positions.
Educational Statistics	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 324.30/324.35 - Doctor's degrees conferred by degree-granting institutions. Table 324.60/324.70 - First Professional degrees conferred by degree granting institutions	55% Higher weight since this is an entry level position.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

2-Faculty

TITLE:

Assistant Professor Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Natl Employment - NECS Table 315.20 2013											
Assistant Professor	149,019	72,566	76,453	54,700	57,562	4,169	6,373	3,506	3,624	10,191	8,894
TOTAL	149,019	72,566	76,453	54,700	57,562	4,169	6,373	3,506	3,624	10,191	8,894
%	100.00	48.696	51.304	36.707	38.600	2.798	4.277	2.353	2.432	6.839	5.968
Natl Education- NCES Table 324.30 and 324.35 Fall 2013											
Ph.D.	153,524	70,286	83,238	52,065	56,847	4,467	8,811	5,011	6,246	8,743	11,334
Natl Education- NCES Table 324.60 and 324.70 Fall 2013											
First Professional degree - Pharm D.	13,359	5,210	8,149	3,215	4,906	410	606	256	355	1,329	2,282
First Professional degree - Law	41,702	22,296	19,406	17,589	13,376	1,253	1,966	1,863	2,024	1,591	2,040
TOTAL	208,585	97,792	110,793	72,869	75,129	6,130	11,383	7,130	8,625	11,663	15,656
%	100.00	46.884	53.116	34.935	36.000	2.939	5.457	3.418	4.135	5.591	7.506

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

2-Faculty

TITLE:

Remaining Titles

LMA:

United States

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	47.7	0.55	26.2	52.3	0.55	28.8	37.3	0.55	20.5	40.3	0.55	22.2	2.6	0.55	1.4	4.5	0.55	2.5
Educational Statistics	39.3	0.45	17.70	60.7	0.45	27.30	28.2	0.45	12.70	41.2	0.45	18.55	3.9	0.45	1.77	8.9	0.45	4.02
FINAL AVAIL. FACTOR			43.9			56.1			33.2			40.7			3.2			6.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	2.6	0.55	1.4	2.9	0.55	1.6	5.3	0.55	2.9	4.6	0.55	2.5						
Educational Statistics	3.4	0.45	1.52	5.6	0.45	2.51	3.8	0.45	1.70	4.9	0.45	2.22						
FINAL AVAIL. FACTOR			2.9			4.1			4.6			4.7						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 315.20 Instructor and Other Faculty	55% Employment nationally have weight since specific degrees required to fill positions.
Educational Statistics	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 324.30/324.35 - Doctor's degrees conferred by degree-granting institutions. Table 324.60/324.70 - First Professional degrees conferred by degree granting	45% Higher weight since these are entry level positions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

2-Faculty

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Natl Employment - NECS Table 315.20 2013											
Other Faculty	125,904	64,468	61,436	49,894	46,629	2,923	5,070	2,768	2,979	8,883	6,758
Instructor	93,762	40,350	53,412	32,014	41,845	2,714	4,734	2,888	3,452	2,734	3,381
TOTAL	219,666	104,818	114,848	81,908	88,474	5,637	9,804	5,656	6,431	11,617	10,139
%	100.00	47.717	52.283	37.288	40.277	2.566	4.463	2.575	2.928	5.288	4.616
Natl Education- NCES Table 323.40 and 323.50 Fall 2013											
M.S.	626,984	236,631	390,353	168,152	264,954	26,317	60,948	21,349	37,335	20,813	27,116
Natl Education- NCES Table 324.30 and 324.35 Fall 2013											
Ph.D.	153,524	70,286	83,238	52,065	56,847	4,467	8,811	5,011	6,246	8,743	11,334
TOTAL	780,508	306,917	473,591	220,217	321,801	30,784	69,759	26,360	43,581	29,556	38,450
%	100.00	39.323	60.677	28.215	41.230	3.944	8.938	3.377	5.584	3.787	4.926

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Univ Staff Professional III
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.8	0.05	2.7	46.2	0.05	2.3	48.7	0.05	2.4	39.6	0.05	2.0	2.0	0.05	0.1	3.2	0.05	0.2
National Employment	42.9	0.50	21.5	57.2	0.50	28.6	33.5	0.50	16.8	42.3	0.50	21.2	3.8	0.50	1.9	6.7	0.50	3.4
Promotional Pool	51.4	0.45	23.1	48.6	0.45	21.9	45.5	0.45	20.5	40.4	0.45	18.2	2.1	0.45	0.9	1.4	0.45	0.6
FINAL AVAIL. FACTOR			47.4			52.9			39.7			41.4			2.9			4.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1						
National Employment	2.8	0.50	1.4	4.2	0.50	2.1	2.9	0.50	1.5	4.0	0.50	2.0						
Promotional Pool	2.1	0.45	0.9	0.7	0.45	0.3	1.7	0.45	0.8	6.2	0.45	2.8						
FINAL AVAIL. FACTOR			2.4			2.5			2.4			4.9						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	5% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) Fall 2013 Table 314.40 -List of Titles on worksheet	50% Employment nationally have weight since specific degrees required to fill positions.
Promotional Pool	Promotions filled from positions within the University	45% Based on the history of promotions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

University Staff Professional III

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Operations Specialists Mgrs (113000)	42,519	25,851	16,668	23,445	14,575	744	910	875	528	787	655
Education Admin (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Business & Financial Oper Occup (130001)	94,442	46,119	48,323	41,415	40,875	1,952	3,737	1,172	1,808	1,580	1,903
Lawyers (231011)	14,610	10,702	3,908	10,170	3,420	225	205	65	145	242	138
TOTAL	161,508	86,830	74,678	78,725	63,930	3,186	5,247	2,232	2,676	2,687	2,825
%	100.00	53.762	46.238	48.744	39.583	1.973	3.249	1.382	1.657	1.664	1.749
National Employment- NCES Table 314.40 Fall 2013											
Student and academic affairs and other education services	148,326	48,321	100,005	35,621	72,830	5,951	14,014	4,082	8,203	2,667	4,958
Management	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
Business and financial operations	185,084	49,466	135,618	37,424	97,930	4,760	16,733	3,957	10,927	3,325	10,028
Computer, engineering, and science	211,621	128,041	83,580	98,125	58,281	7,718	6,816	8,149	5,612	14,049	12,871
Community, social service, legal, arts, design, entertainment, sports, and media	158,605	70,513	88,092	55,261	66,086	8,420	10,367	4,456	7,289	2,376	4,350
TOTAL	947,964	406,236	541,728	317,179	400,511	35,946	63,504	26,067	39,675	27,044	38,038
%	100.00	42.854	57.146	33.459	42.250	3.792	6.699	2.750	4.185	2.853	4.013
Promotional Pool											
Employees in UCP 9	172	95	77	82	62	3	2	5	1	5	12
Employees in UCP 10	77	40	37	38	29	2	1	0	1	0	6
Employees in U Staff Prof II Classification	24	10	14	9	13	1	1	0	0	0	0
Employees in U Staff Prof I Classification	19	5	14	4	14	0	0	1	0	0	0
TOTAL	292	150	142	133	118	6	4	6	2	5	18
%	100.00	51.370	48.630	45.548	40.411	2.055	1.370	2.055	0.685	1.712	6.164

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Univ Staff Professional II
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.8	0.05	2.7	46.2	0.05	2.3	48.7	0.05	2.4	39.6	0.05	2.0	2.0	0.05	0.1	3.2	0.05	0.2
National Employment	42.9	0.50	21.5	57.2	0.50	28.6	33.5	0.50	16.8	42.3	0.50	21.2	3.8	0.50	1.9	6.7	0.50	3.4
Promotional Pool	52.2	0.45	23.5	47.8	0.45	21.5	46.3	0.45	20.8	39.2	0.45	17.6	1.9	0.45	0.9	1.1	0.45	0.5
FINAL AVAIL. FACTOR			47.9			52.5			40.0			40.8			2.9			4.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1						
National Employment	2.8	0.50	1.4	4.2	0.50	2.1	2.9	0.50	1.5	4.0	0.50	2.0						
Promotional Pool	2.2	0.45	1.0	0.7	0.45	0.3	1.9	0.45	0.9	6.7	0.45	3.0						
FINAL AVAIL. FACTOR			2.5			2.5			2.5			5.1						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	5% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) Fall 2013 Table 314.40 -List of Titles on worksheet	50% Employment nationally have weight since specific degrees required to fill positions.
Promotional Pool	Promotions filled from positions within the University	45% Based on the history of promotions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

University Staff Professional II

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Operations Specialists Mgrs (113000)	42,519	25,851	16,668	23,445	14,575	744	910	875	528	787	655
Education Admin (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Business & Financial Oper Occup (130001)	94,442	46,119	48,323	41,415	40,875	1,952	3,737	1,172	1,808	1,580	1,903
Lawyers (231011)	14,610	10,702	3,908	10,170	3,420	225	205	65	145	242	138
TOTAL	161,508	86,830	74,678	78,725	63,930	3,186	5,247	2,232	2,676	2,687	2,825
%	100.00	53.762	46.238	48.744	39.583	1.973	3.249	1.382	1.657	1.664	1.749
National Employment- NCES Table 314.40 Fall 2013											
Student and academic affairs and other education services	148,326	48,321	100,005	35,621	72,830	5,951	14,014	4,082	8,203	2,667	4,958
Management	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
Business and financial operations	185,084	49,466	135,618	37,424	97,930	4,760	16,733	3,957	10,927	3,325	10,028
Computer, engineering, and science	211,621	128,041	83,580	98,125	58,281	7,718	6,816	8,149	5,612	14,049	12,871
Community, social service, legal, arts, design, entertainment, sports, and media	158,605	70,513	88,092	55,261	66,086	8,420	10,367	4,456	7,289	2,376	4,350
TOTAL	947,964	406,236	541,728	317,179	400,511	35,946	63,504	26,067	39,675	27,044	38,038
%	100.00	42.854	57.146	33.459	42.250	3.792	6.699	2.750	4.185	2.853	4.013
Promotional Pool											
Employees in UCP 9	172	95	77	82	62	3	2	5	1	5	12
Employees in UCP 10	77	40	37	38	29	2	1	0	1	0	6
Employees in U Staff Prof I Classification	19	5	14	4	14	0	0	1	0	0	0
TOTAL	268	140	128	124	105	5	3	6	2	5	18
%	100.00	52.239	47.761	46.269	39.179	1.866	1.119	2.239	0.746	1.866	6.716

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Univ Staff Professional - All Other Titles
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.8	0.05	2.7	46.2	0.05	2.3	48.7	0.05	2.4	39.6	0.05	2.0	2.0	0.05	0.1	3.2	0.05	0.2
National Employment	42.9	0.60	25.7	57.2	0.60	34.3	33.5	0.60	20.1	42.3	0.60	25.4	3.8	0.60	2.3	6.7	0.60	4.0
Promotional Pool	54.2	0.35	19.0	45.8	0.35	16.0	48.2	0.35	16.9	36.5	0.35	12.8	2.0	0.35	0.7	1.2	0.35	0.4
FINAL AVAIL. FACTOR			47.4			52.7			39.4			40.2			3.1			4.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1	1.7	0.05	0.1						
National Employment	2.8	0.60	1.7	4.2	0.60	2.5	2.9	0.60	1.7	4.0	0.60	2.4						
Promotional Pool	2.0	0.35	0.7	0.8	0.35	0.3	2.0	0.35	0.7	7.2	0.35	2.5						
FINAL AVAIL. FACTOR			2.5			2.9			2.5			5.0						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	5% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) Fall 2013 Table 314.40 -List of Titles on worksheet	60% Employment nationally have weight since specific degrees required to fill positions.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

University Staff Professional - All other titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Operations Specialists Mgrs (113000)	42,519	25,851	16,668	23,445	14,575	744	910	875	528	787	655
Education Admin (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Business & Financial Oper Occup (130001)	94,442	46,119	48,323	41,415	40,875	1,952	3,737	1,172	1,808	1,580	1,903
Lawyers (231011)	14,610	10,702	3,908	10,170	3,420	225	205	65	145	242	138
TOTAL	161,508	86,830	74,678	78,725	63,930	3,186	5,247	2,232	2,676	2,687	2,825
%	100.00	53.762	46.238	48.744	39.583	1.973	3.249	1.382	1.657	1.664	1.749
National Employment- NCES Table 314.40 Fall 2013											
Student and academic affairs and other education services	148,326	48,321	100,005	35,621	72,830	5,951	14,014	4,082	8,203	2,667	4,958
Management	244,328	109,895	134,433	90,748	105,384	9,097	15,574	5,423	7,644	4,627	5,831
Business and financial operations	185,084	49,466	135,618	37,424	97,930	4,760	16,733	3,957	10,927	3,325	10,028
Computer, engineering, and science	211,621	128,041	83,580	98,125	58,281	7,718	6,816	8,149	5,612	14,049	12,871
Community, social service, legal, arts, design, entertainment, sports, and media	158,605	70,513	88,092	55,261	66,086	8,420	10,367	4,456	7,289	2,376	4,350
TOTAL	947,964	406,236	541,728	317,179	400,511	35,946	63,504	26,067	39,675	27,044	38,038
%	100.00	42.854	57.146	33.459	42.250	3.792	6.699	2.750	4.185	2.853	4.013
Promotional Pool											
Employees in UCP 9	172	95	77	82	62	3	2	5	1	5	12
Employees in UCP 10	77	40	37	38	29	2	1	0	1	0	6
TOTAL	249	135	114	120	91	5	3	5	2	5	18
%	100.00	54.217	45.783	48.193	36.546	2.008	1.205	2.008	0.803	2.008	7.229

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 11
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	60.4	0.55	33.2	39.6	0.55	21.8	52.6	0.55	28.9	33.7	0.55	18.5	2.1	0.55	1.2	2.3	0.55	1.3
Unemployment	52.0	0.05	2.6	48.0	0.05	2.4	37.2	0.05	1.9	32.9	0.05	1.6	6.8	0.05	0.3	7.6	0.05	0.4
Promotional Pool	54.2	0.40	21.7	45.8	0.40	18.3	48.2	0.40	19.3	36.5	0.40	14.6	2.0	0.40	0.8	1.2	0.40	0.5
FINAL AVAIL. FACTOR			57.5			42.5			50.1			34.8			2.3			2.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.7	0.55	1.0	1.4	0.55	0.8	4.0	0.55	2.2	2.2	0.55	1.2						
Unemployment	4.9	0.05	0.2	5.1	0.05	0.3	3.2	0.05	0.2	2.4	0.05	0.1						
Promotional Pool	2.0	0.40	0.8	0.8	0.40	0.3	2.0	0.40	0.8	7.2	0.40	2.9						
FINAL AVAIL. FACTOR			2.0			1.4			3.2			4.2						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	55% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	40% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 11

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Computer & Info. Systems Mgrs. (113021)	6,008	4,245	1,763	3,855	1,620	120	70	85	19	185	54
Financial Managers (113031)	18,781	10,618	8,163	9,705	7,145	219	480	315	230	379	308
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Computer Hardware Engineers (172061)	859	735	124	625	110	35	10	20	0	55	4
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,473	2,675	1,798	2,410	1,610	100	90	130	60	35	38
Managers, All Others (119199)	28,444	18,815	9,629	16,975	8,485	495	495	470	330	875	319
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Physicians & Surgeons (291060)	11,344	8,400	2,944	6,830	2,140	195	75	245	110	1,130	619
TOTAL	173,718	104,881	68,837	91,315	58,460	3,570	4,002	3,037	2,471	6,959	3,904
%	100.00	60.374	39.626	52.565	33.652	2.055	2.304	1.748	1.422	4.006	2.247
CT Unemployment Data - 3rd Quarter 2016											
Operations Specialties Managers (SOC Code 11.30)	633	331	302	256	212	32	40	29	39	14	11
Other Management Occupations (SOC Code 11.90)	853	438	415	313	265	61	71	46	67	18	12
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Librarians, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
Healthcare Diagnosing & Treating Practitioners (SOC Code 29.10)	388	79	309	47	208	14	51	9	34	9	16
TOTAL	4,409	2,294	2,115	1639	1450	298	334	214	226	143	105
	100.00	52.030	47.970	37.174	32.887	6.759	7.575	4.854	5.126	3.243	2.381
Promotional Pool											
Employees in UCP 10 Classification	77	40	37	38	29	2	1	0	1	0	6
Employees in UCP 9 Classification	172	95	77	82	62	3	2	5	1	5	12

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 11

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
TOTAL	249	135	114	120	91	5	3	5	2	5	18
%	100.00	54.217	45.783	48.193	36.546	2.008	1.205	2.008	0.803	2.008	7.229

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 10
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	50.9	0.35	17.8	49.1	0.35	17.2	44.7	0.35	15.7	43.0	0.35	15.1	1.6	0.35	0.6	2.6	0.35	0.9
Unemployment	43.2	0.05	2.2	56.8	0.05	2.8	30.3	0.05	1.5	31.7	0.05	1.6	6.2	0.05	0.3	14.5	0.05	0.7
Promotional Pool	50.1	0.60	30.1	49.9	0.60	29.9	44.1	0.60	26.5	41.8	0.60	25.1	0.8	0.60	0.5	1.8	0.60	1.1
FINAL AVAIL. FACTOR			50.0			50.0			43.7			41.8			1.4			2.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.5	0.35	0.5	1.4	0.35	0.5	3.0	0.35	1.1	2.1	0.35	0.7						
Unemployment	4.3	0.05	0.2	8.5	0.05	0.4	2.5	0.05	0.1	2.1	0.05	0.1						
Promotional Pool	2.6	0.60	1.6	1.8	0.60	1.1	2.6	0.60	1.6	4.4	0.60	2.7						
FINAL AVAIL. FACTOR			2.3			2.0			2.8			3.5						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	35% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	60% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 10

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Advert., Marketing., Promo., Pub Rel. (112000)	23,601	13,866	9,735	12,820	8,820	360	334	282	223	404	358
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Computer & Info. Systems Mgrs. (113021)	6,008	4,245	1,763	3,855	1,620	120	70	85	19	185	54
Financial Managers (113031)	18,781	10,618	8,163	9,705	7,145	219	480	315	230	379	308
Purchasing Managers (113061)	2,955	1,680	1,275	1,600	1,045	20	75	45	65	15	90
Transp., Storage, & Dist Managers (113071)	2,364	1,954	410	1,735	370	60	25	115	15	44	0
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Architects, Surveyors, Cartographers (171000)	3,468	2,788	680	2,560	620	65	0	75	35	88	25
Environmental Engineers (172081)	549	415	134.0	380	130	20	0	15	0	0	4
Mechanical Engineers (172141)	4,352	4,038	314	3,635	290	85	0	130	0	188	24
Ind. Engineers, Incl. Health & Safety (172110)	3,359	2,804	555	2,590	460	35	35	95	30	84	30
Psychologists (193030)	3,413	1,235	2,178	1,110	2,030	35	55	25	45	65	48
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Designers (271020)	12,419	5,574	6,845	5,050	6,315	175	160	180	205	169	165
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Registered Nurses (291111)	33,333	2,113	31,220	1,660	27,610	135	1,840	85	555	233	1,215
TOTAL	190,917	97,125	93,792	85,375	82,180	3,081	4,875	2,899	2,663	5,770	4,074
%	100.00	50.873	49.127	44.718	43.045	1.614	2.553	1.518	1.395	3.022	2.134
CT Unemployment Data - 3rd Quarter 2016											
Advertising, Marketing, Promotions, Public Rel. Occ. (SOC Code 11.20)	444	250	194	218	152	10	19	19	18	3	5
Operations Specialties Managers (SOC Code 11.30)	633	331	302	256	212	32	40	29	39	14	11
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Architecture & Engineering Occupations (SOC Code 17)	580	500	80	367	54	52	7	50	13	31	6
Librarians, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Art & Design Workers (SOC Code 27.10)	166	84	82	54	71	15	4	12	6	3	1

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 10

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
Healthcare Practitioners & Technical Occupations (SOC Code 29)	964	190	774	118	475	34	150	22	119	16	30
Nursing, Psychiatric & Home Health Aides (SOC Code 31.10)	1,324	150	1,174	36	358	83	546	29	255	2	15
TOTAL	6,926	2,995	3,931	2099	2196	430	1005	295	588	171	142
%	100.00	43.243	56.757	30.306	31.707	6.208	14.511	4.259	8.490	2.469	2.050
Promotional Pool											
Employees in UCP 8 Classification	145	76	69	66	62	0	1	5	2	5	4
Employees in UCP 8 Program Director Classification	46	16	30	16	25	0	3	0	2	0	0
Employees in UCP 9 Classification	172	95	77	82	62	3	2	5	1	5	12
Employees in UCP 9 U Librarian 3 Classification	20	5	15	5	11	0	1	0	2	0	1
TOTAL	383	192	191	169	160	3	7	10	7	10	17
%	100.00	50.131	49.869	44.125	41.775	0.783	1.828	2.611	1.828	2.611	4.439

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 9
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.0	0.45	23.8	47.0	0.45	21.2	47.0	0.45	21.2	40.6	0.45	18.3	1.9	0.45	0.9	2.9	0.45	1.3
Promotional Pool	45.1	0.55	24.8	54.9	0.55	30.2	38.9	0.55	21.4	48.4	0.55	26.6	1.7	0.55	1.0	2.1	0.55	1.2
FINAL AVAIL. FACTOR			48.6			51.4			42.6			44.9			1.9			2.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.5	0.45	0.7	1.5	0.45	0.7	2.5	0.45	1.1	2.0	0.45	0.9						
Promotional Pool	1.9	0.55	1.1	2.7	0.55	1.5	2.5	0.55	1.4	1.7	0.55	1.0						
FINAL AVAIL. FACTOR			1.8			2.2			2.5			1.9						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	45% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	55% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 9

Period Covered: 08/01/12 - 9/30/13

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Advert., Marketing., Promo., Pub Rel. (112000)	23,601	13,866	9,735	12,820	8,820	360	334	282	223	404	358
Operations Management Occupations (113000)	42,519	25,851	16,668	23,445	14,575	744	910	875	528	787	655
Construction Managers (119021)	7,481	7,083	398	6,720	360	99	20	185	4	79	14
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Engineering Managers (119041)	2,359	2,214	145	2,000	145	40	0	85	0	89	0
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
Managers, All Others (119199)	28,444	18,815	9,629	16,975	8,485	495	495	470	330	875	319
Business & Financial Oper. Occs. (130001)	94,442	46,119	48,323	41,415	40,875	1,952	3,737	1,172	1,808	1,580	1,903
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Financial Examiners (132061)	144	95	49	80	35	0	10	15	4	0	0
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Computer Hardware Engineers (172061)	859	735	124	625	110	35	10	20	0	55	4
Mech Engineers (172141)	4,352	4,038	314	3,635	290	85	0	130	0	188	24
Engineers, Technicians, exc Drafters (173020)	6,123	5,184	939	4,250	725	299	130	315	44	320	40
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Art & Design Workers (271000)	15,765	7,238	8,527	6,610	7,870	210	190	225	240	193	227
Ent. & Perf., Sports & Rel. Workers, All Others (272099)	232	124	108	75	100	25	4	20	0	4	4
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Registered Nurses (291111)	33,333	2,113	31,220	1,660	27,610	135	1,840	85	555	233	1,215
Construction & Building Inspectors (474011)	984	959	25	875	15	40	10	30	0	14	0
TOTAL	369,613	195,848	173,765	173,740	149,960	7,180	10,811	5,700	5,548	9,228	7,446
	100.00	52.987	47.013	47.006	40.572	1.943	2.925	1.542	1.501	2.497	2.015
Promotional Pool											
Employees in UCP 8 Classification	145	76	69	66	62	0	1	5	2	5	4
Employees in UCP 8 Program Director Classification	46	16	30	16	25	0	3	0	2	0	0
Employees in UCP 7 Classification	267	113	154	98	138	8	4	4	9	3	3

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 9

Period Covered: 08/01/12 - 9/30/13

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employees in UCP 7 Computer Tech Sup Cons 2	27	22	5	17	4	1	0	1	0	3	1
Employees in UCP 7 Program Manager	34	7	27	5	22	0	3	0	1	2	1
TOTAL	519	234	285	202	251	9	11	10	14	13	9
%	100.00	45.087	54.913	38.921	48.362	1.734	2.119	1.927	2.697	2.505	1.734

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 9 - OSD Consl & Project Manager

LMA:

Connecticut

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	31.3	1.00	31.3	68.7	1.00	68.7	24.8	1.00	24.8	56.8	1.00	56.8	5.4	1.00	5.4	7.3	1.00	7.3
FINAL AVAIL. FACTOR			31.3			68.7			24.8			56.8			5.4			7.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.0	1.00	1.0	3.1	1.00	3.1	0.1	1.00	0.1	1.5	1.00	1.5						
FINAL AVAIL. FACTOR			1.0			3.1			0.1			1.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	100% Occupations are in varied lines of progression High value weight, since data reflects those occupations.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 9 - OSD Consl & Proj Manager

Period Covered: 08/01/12 - 9/30/13

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
TOTAL	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
	100.00	31.266	68.734	24.810	56.809	5.357	7.330	0.987	3.101	0.113	1.494

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 9 - U Librarian 3
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	13.8	0.25	3.4	86.2	0.25	21.6	10.9	0.25	2.7	77.7	0.25	19.4	0.0	0.25	0.0	2.8	0.25	0.7
Promotional Pool	46.2	0.75	34.6	53.8	0.75	40.4	38.5	0.75	28.8	38.5	0.75	28.8	0.0	0.75	0.0	7.7	0.75	5.8
FINAL AVAIL. FACTOR			38.1			62.0			31.6			48.2			0.0			6.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.9	0.25	0.2	2.6	0.25	0.7	2.0	0.25	0.5	3.2	0.25	0.8						
Promotional Pool	0.0	0.75	0.0	0.0	0.75	0.0	7.7	0.75	5.8	7.7	0.75	5.8						
FINAL AVAIL. FACTOR			0.2			0.7			6.3			6.6						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	25% Occupations are in varied lines of progression. High value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	75% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 9 - U Librarian 3

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
TOTAL	3,444	474	2,970	375	2,675	0	95	30	90	69	110
	100.00	13.763	86.237	10.889	77.671	0.000	2.758	0.871	2.613	2.003	3.194
Promotional Pool											
Employees in UCP 7 U Librarian 2	13	6	7	5	5	0	1	0	0	1	1
TOTAL	13	6	7	5	5	0	1	0	0	1	1
%	100.00	46.154	53.846	38.462	38.462	0.000	7.692	0.000	0.000	7.692	7.692

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 8
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	60.6	0.35	21.2	39.5	0.35	13.8	52.8	0.35	18.5	34.3	0.35	12.0	2.0	0.35	0.7	2.0	0.35	0.7
Promotional Pool	32.7	0.65	21.2	67.4	0.65	43.8	27.7	0.65	18.0	58.6	0.65	38.1	2.4	0.65	1.5	2.9	0.65	1.9
FINAL AVAIL. FACTOR			42.4			57.6			36.5			50.1			2.3			2.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.0	0.35	0.7	1.4	0.35	0.5	3.8	0.35	1.3	1.8	0.35	0.6						
Promotional Pool	1.4	0.65	0.9	3.5	0.65	2.3	1.2	0.65	0.8	2.3	0.65	1.5						
FINAL AVAIL. FACTOR			1.6			2.8			2.1			2.1						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	35% Occupations are in varied lines of progression High value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	65% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 8

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Computer & Info. Systems Mgrs. (113021)	6,008	4,245	1,763	3,855	1,620	120	70	85	19	185	54
Financial Managers (113031)	18,781	10,618	8,163	9,705	7,145	219	480	315	230	379	308
Farm, Ranch, & Other Agric. Mgrs. (119011)	979	679	300	545	280	35	0	65	20	34	0
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Food Service Managers (119051)	7,817	4,873	2,944	3,835	2,530	160	115	365	135	513	164
Managers, All Others (119199)	28,444	18,815	9,629	16,975	8,485	495	495	470	330	875	319
Purch. Agts. & Buyers, Farm Prod (131021)	80	40	40	40	30	0	10	0	0	0	0
Whsle & Ret. Buyers, Exc. Farm Prod. (131022)	2,811	1,223	1,588	1,115	1,390	40	94	29	80	39	24
Purch. Agts., Exc. Whsle, Ret., Etc (131023)	4,010	1,887	2,123	1,725	1,960	80	95	34	34	48	34
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Architects, Except Naval (171010)	3,114	2,449	665	2,275	605	35	0	65	35	74	25
Mat Engineers (172131)	849	730	119	660	115	25	0	15	4	30	0
Engineers, Technicians, exc Drafters (173020)	6,123	5,184	939	4,250	725	299	130	315	44	320	40
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Art & Design Workers (271000)	15,765	7,238	8,527	6,610	7,870	210	190	225	240	193	227
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Pharmacists (291051)	2,424	1,294	1,130	1,265	1,035	4	15	0	20	25	60
TOTAL	176,305	106,772	69,533	93,050	60,430	3,549	3,570	3,439	2,442	6,734	3,091
%	100.00	60.561	39.439	52.778	34.276	2.013	2.025	1.951	1.385	3.820	1.800
Promotional Pool											
Employees in UCP 7 Classification	267	113	154	98	138	8	4	4	9	3	3
Employees in UCP 7 Computer Tech Sup Cons 2	27	22	5	17	4	1	0	1	0	3	1
Employees in UCP 7 Program Manager	34	7	27	5	22	0	3	0	1	2	1
Employees in UCP 6 Classification	124	35	89	30	77	2	5	3	6	0	1
Employees in UCP 6 Admin Serv Asst 4	29	0	29	0	27	0	1	0	1	0	0

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 8

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employees in UCP 6 Program Admin	27	6	21	3	16	2	1	1	2	0	2
Employees in UCP 6 Program Specialist 1	43	9	34	9	30	0	1	0	3	0	0
Employees in UCP 5 Classification	123	55	68	47	54	6	5	0	6	2	3
Employees in UCP 5 Academic Advisor 1	33	6	27	4	22	1	3	0	1	1	1
Employees in UCP 5 Administrative Coordinator	29	2	27	2	26	0	0	0	0	0	1
Employees in UCP 5 Administrative Services Specialist 3	46	7	39	4	37	1	0	2	0	0	2
Employees in UCP 5 Dining Services Assistant Manager	28	16	12	16	11	0	0	0	1	0	0
Employees in UCP 5 Financial Assistant 2	33	6	27	6	23	0	1	0	0	0	3
Employees in UCP 5 Program Coordinator	39	4	35	3	30	0	2	1	1	0	2
TOTAL	882	288	594	244	517	21	26	12	31	11	20
%	100.00	32.653	67.347	27.664	58.617	2.381	2.948	1.361	3.515	1.247	2.300

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 8 - Program Director
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	39.1	0.45	17.6	61.0	0.45	27.4	33.9	0.45	15.3	52.5	0.45	23.6	3.4	0.45	1.5	4.9	0.45	2.2
Promotional Pool	26.3	0.55	14.5	73.7	0.55	40.5	21.1	0.55	11.6	60.5	0.55	33.3	0.0	0.55	0.0	7.9	0.55	4.3
FINAL AVAIL. FACTOR			32.1			68.0			26.9			56.9			1.5			6.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.45	0.5	2.3	0.45	1.0	0.6	0.45	0.3	1.4	0.45	0.6						
Promotional Pool	0.0	0.55	0.0	2.6	0.55	1.4	5.3	0.55	2.9	2.6	0.55	1.4						
FINAL AVAIL. FACTOR			0.5			2.4			3.2			2.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	45% Occupations are in varied lines of progression. High value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	55% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 8 - Program Director

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
TOTAL	13,484	5,267	8,217	4,575	7,075	455	655	155	305	82	182
%	100.00	39.061	60.939	33.929	52.470	3.374	4.858	1.150	2.262	0.608	1.350
Promotional Pool											
Employees in UCP 7 - Program Manager	34	7	27	5	22	0	3	0	1	2	1
Employees in UCP 7 - Program Associate	4	3	1	3	1	0	0	0	0	0	0
TOTAL	38	10	28	8	23	0	3	0	1	2	1
%	100.00	26.316	73.684	21.053	60.526	0.000	7.895	0.000	2.632	5.263	2.632

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 7
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	54.9	0.50	27.4	45.1	0.50	22.6	48.1	0.50	24.0	38.3	0.50	19.2	2.2	0.50	1.1	3.2	0.50	1.6
Promotional Pool	27.6	0.50	13.8	72.4	0.50	36.2	23.5	0.50	11.8	62.7	0.50	31.4	2.3	0.50	1.2	3.3	0.50	1.7
FINAL AVAIL. FACTOR			41.2			58.8			35.8			50.6			2.3			3.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.8	0.50	0.9	1.7	0.50	0.9	2.8	0.50	1.4	1.9	0.50	1.0						
Promotional Pool	1.2	0.50	0.6	3.9	0.50	2.0	0.6	0.50	0.3	2.5	0.50	1.3						
FINAL AVAIL. FACTOR			1.5			2.9			1.7			2.3						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	50% Occupations are in varied lines of progression. Higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 7

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Advert., Marketing., Promo., Pub Rel. (112000)	23,601	13,866	9,735	12,820	8,820	360	334	282	223	404	358
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Computer & Info. Systems Mgrs. (113021)	6,008	4,245	1,763	3,855	1,620	120	70	85	19	185	54
Financial Managers (113031)	18,781	10,618	8,163	9,705	7,145	219	480	315	230	379	308
Purchasing Managers (113061)	2,955	1,680	1,275	1,600	1,045	20	75	45	65	15	90
Transp., Storage, & Dist Managers (113071)	2,364	1,954	410	1,735	370	60	25	115	15	44	0
Farm, Ranch, & Other Agric. Mgrs. (119011)	979	679	300	545	280	35	0	65	20	34	0
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Engineering Managers (119041)	2,359	2,214	145	2,000	145	40	0	85	0	89	0
Food Service Managers (119051)	7,817	4,873	2,944	3,835	2,530	160	115	365	135	513	164
Natural Sciences Managers (119121)	360	250	110	200	100	0	0	0	0	50	10
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,473	2,675	1,798	2,410	1,610	100	90	130	60	35	38
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
Managers, All Others (119199)	28,444	18,815	9,629	16,975	8,485	495	495	470	330	875	319
Business & Financial Oper. Occs. (130001)	94,442	46,119	48,323	41,415	40,875	1,952	3,737	1,172	1,808	1,580	1,903
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Ind. Engineers, Incl. Health & Safety (172110)	3,359	2,804	555	2,590	460	35	35	95	30	84	30
Life, Physical & Soc. Science Techs. (194000)	3,346	1,863	1,483	1,490	1,155	94	150	94	95	185	83
Counselors (211010)	8,659	2,865	5,794	2,055	4,355	565	960	175	400	70	79
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Art & Design Workers (271000)	15,765	7,238	8,527	6,610	7,870	210	190	225	240	193	227
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Lic. Practical & Lic. Vocational Nurses (292061)	6,381	389	5,992	290	4,495	35	1,125	50	200	14	172
Supervisors, Food Prep and Service Workers (351000)	10,409	6,953	3,456	5,060	2,645	644	375	705	250	544	186
TOTAL	350,303	192,245	158,058	168,455	134,050	7,790	11,357	6,299	5,966	9,701	6,685
%	100.00	54.880	45.120	48.088	38.267	2.224	3.242	1.800	1.700	2.769	1.908

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 7

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Promotional Pool											
Employees in UCP 6 Classification	124	35	89	30	77	2	5	3	6	0	1
Employees in UCP 6 Admin Serv Asst 4	29	0	29	0	27	0	1	0	1	0	0
Employees in UCP 6 Program Specialist 1	43	9	34	9	30	0	1	0	3	0	0
Employees in UCP 6 Program Admin	27	6	21	3	16	2	1	1	2	0	2
Employees in UCP 5 Classification	123	55	68	47	54	6	5	0	6	2	3
Employees in UCP 5 Academic Advisor 1	33	6	27	4	22	1	3	0	1	1	1
Employees in UCP 5 Administrative Coordinator	29	2	27	2	26	0	0	0	0	0	1
Employees in UCP 5 Administrative Services Specialist 3	46	7	39	4	37	1	0	2	0	0	2
Employees in UCP 5 Dining Services Assistant Manager	28	16	12	16	11	0	0	0	1	0	0
Employees in UCP 5 Financial Assistant 2	33	6	27	6	23	0	1	0	0	0	3
TOTAL	515	142	373	121	323	12	17	6	20	3	13
%	100.00	27.573	72.427	23.495	62.718	2.330	3.301	1.200	3.900	0.583	2.524

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 7 - Comp Tech Cons 2
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	69.2	0.50	34.6	30.9	0.50	15.4	56.9	0.50	28.5	24.7	0.50	12.4	2.6	0.50	1.3	2.4	0.50	1.2
Promotional Pool	58.8	0.50	29.4	41.2	0.50	20.6	47.1	0.50	23.6	35.3	0.50	17.7	5.9	0.50	2.9	0.0	0.50	0.0
FINAL AVAIL. FACTOR			64.0			36.0			52.1			30.1			4.2			1.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.0	0.50	1.0	1.1	0.50	0.6	7.6	0.50	3.8	2.6	0.50	1.3						
Promotional Pool	5.9	0.50	2.9	5.9	0.50	2.9	0.0	0.50	0.0	0.0	0.50	0.0						
FINAL AVAIL. FACTOR			3.9			3.5			3.8			1.3						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	50% Occupations are in varied lines of progression. Higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 7 - Comp Tech 2

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
TOTAL	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
%	100.00	69.175	30.825	56.939	24.724	2.569	2.400	2.019	1.103	7.647	2.633
Promotional Pool											
Employees in UCP 4 Computer Tech Cons 1	17	10	7	8	6	1	0	1	1	0	0
TOTAL	17	10	7	8	6	1	0	1	1	0	0
%	100.00	58.824	41.176	47.059	35.294	5.882	0.000	5.882	5.882	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 7 - Program Manager
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	39.1	0.55	21.5	61.0	0.55	33.5	33.9	0.55	18.7	52.5	0.55	28.9	3.4	0.55	1.9	4.9	0.55	2.7
Promotional Pool	15.2	0.45	6.8	84.8	0.45	38.2	9.1	0.45	4.1	69.7	0.45	31.4	3.0	0.45	1.4	4.5	0.45	2.0
FINAL AVAIL. FACTOR			28.3			71.7			22.8			60.3			3.3			4.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.55	0.7	2.3	0.55	1.3	0.6	0.55	0.3	1.4	0.55	0.8						
Promotional Pool	3.0	0.45	1.4	4.5	0.45	2.0	0.0	0.45	0.0	6.1	0.45	2.7						
FINAL AVAIL. FACTOR			2.1			3.3			0.3			3.5						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	55% Occupations are in varied lines of progression. Higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	45% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 7 - Program Manager

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
TOTAL	13,484	5,267	8,217	4,575	7,075	455	655	155	305	82	182
%	100.000	39.061	60.939	33.929	52.470	3.374	4.858	1.150	2.262	0.608	1.350
Promotional Pool											
Employees in UCP 6 - Program Administrator	27	6	21	3	16	2	1	1	2	0	2
Employees in UCP 5 - Program Coordinator	39	4	35	3	30	0	2	1	1	0	2
TOTAL	66	10	56	6	46	2	3	2	3	0	4
%	100.000	15.152	84.848	9.091	69.697	3.030	4.545	3.030	4.545	0.000	6.061

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 6
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	53.4	0.40	21.4	46.6	0.40	18.6	46.5	0.40	18.6	39.2	0.40	15.7	2.2	0.40	0.9	3.5	0.40	1.4
Promotional Pool	25.3	0.60	15.2	74.7	0.60	44.8	21.3	0.60	12.8	65.2	0.60	39.1	2.3	0.60	1.4	3.3	0.60	2.0
FINAL AVAIL. FACTOR			36.6			63.4			31.4			54.8			2.3			3.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.6	0.40	0.6	1.8	0.40	0.7	3.1	0.40	1.2	2.0	0.40	0.8						
Promotional Pool	0.8	0.60	0.5	3.0	0.60	1.8	1.0	0.60	0.6	3.3	0.60	2.0						
FINAL AVAIL. FACTOR			1.1			2.5			1.8			2.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	40% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	60% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 6

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
Employment Data - CT Census 2000 Statewide											
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Financial Managers (113031)	18,781	10,618	8,163	9,705	7,145	219	480	315	230	379	308
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Managers, All Others (119199)	28,444	18,815	9,629	16,975	8,485	495	495	470	330	875	319
Human Res., Training & Labor Re. Spec. (131070)	12,908	4,408	8,500	3,825	6,970	270	860	160	400	153	270
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Life, Physical, & Soc. Science Techs. (194000)	3,346	1,863	1,483	1,490	1,155	94	150	94	95	185	83
Counselors (211010)	8,659	2,865	5,794	2,055	4,355	565	960	175	400	70	79
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Art & Design Workers (271000)	15,765	7,238	8,527	6,610	7,870	210	190	225	240	193	227
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Lic. Practical & Lic. Vocational Nurses (292061)	6,381	389	5,992	290	4,495	35	1,125	50	200	14	172
TOTAL	201,346	107,541	93,805	93,590	78,940	4,379	7,121	3,280	3,631	6,292	4,113
%	100.00	53.411	46.589	46.482	39.206	2.175	3.537	1.629	1.803	3.125	2.043
Promotional Pool											
Employees in UCP 5 Classification	123	55	68	47	54	6	5	0	6	2	3
Employees in UCP 5 Academic Advisor 1	33	6	27	4	22	1	3	0	1	1	1
Employees in UCP 5 Administrative Coordinator	29	2	27	2	26	0	0	0	0	0	1
Employees in UCP 5 Administrative Services Specialist 3	46	7	39	4	37	1	0	2	0	0	2
Employees in UCP 4 Classification	48	21	27	19	24	1	1	1	1	0	1
Employees in UCP 4 Administrative Services Assistant 3	30	1	29	1	25	0	1	0	0	0	3
Employees in UCP 4 Administrative Services Specialist 2	90	9	81	8	72	0	3	0	4	1	2
TOTAL	399	101	298	85	260	9	13	3	12	4	13
%	100.00	25.313	74.687	21.303	65.163	2.256	3.258	0.752	3.008	1.003	3.258

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 6 - Admin Serv Asst 4
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.7	0.45	2.5	94.3	0.45	42.5	4.6	0.45	2.1	81.1	0.45	36.5	0.5	0.45	0.2	7.1	0.45	3.2
Promotional Pool	9.7	0.55	5.4	90.3	0.55	49.6	7.7	0.55	4.2	82.1	0.55	45.2	0.5	0.55	0.3	2.1	0.55	1.2
FINAL AVAIL. FACTOR			7.9			92.1			6.3			81.7			0.5			4.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.2	0.45	0.1	4.3	0.45	2.0	0.3	0.45	0.1	1.8	0.45	0.8						
Promotional Pool	1.0	0.55	0.6	2.1	0.55	1.2	0.5	0.55	0.3	4.1	0.55	2.3						
FINAL AVAIL. FACTOR			0.7			3.2			0.4			3.1						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	45% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	55% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 6 - Admin Serv Asst 4

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Secretaries & Administrative Assistants (436000)	53,283	1,463	51,820	1,155	44,750	120	3,800	70	2,330	118	940
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	59,734	3,376	56,358	2,765	48,440	290	4,265	135	2,595	186	1,058
%	100.000	5.652	94.348	4.629	81.093	0.485	7.140	0.226	4.344	0.311	1.771
Promotional Pool											
Employees in UCP 5 Administrative Coordinator	29	2	27	2	26	0	0	0	0	0	1
Employees in UCP 5 Administrative Services Specialist 3	46	7	39	4	37	1	0	2	0	0	2
Employees in UCP 4 Administrative Serv Asst 3	30	1	29	1	25	0	1	0	0	0	3
Employees in UCP 4 Administrative Serv Spec 2	90	9	81	8	72	0	3	0	4	1	2
TOTAL	195	19	176	15	160	1	4	2	4	1	8
%	100.000	9.744	90.256	7.692	82.051	0.513	2.051	1.026	2.051	0.513	4.103

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 6 - Program Admin
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	39.1	0.50	19.6	61.0	0.50	30.5	33.9	0.50	16.9	52.5	0.50	26.3	3.4	0.50	1.7	4.9	0.50	2.5
Promotional Pool	9.3	0.50	4.7	90.7	0.50	45.3	6.7	0.50	3.4	77.3	0.50	38.7	0.0	0.50	0.0	4.0	0.50	2.0
FINAL AVAIL. FACTOR			24.2			75.8			20.3			65.0			1.7			4.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.50	0.6	2.3	0.50	1.2	0.6	0.50	0.3	1.4	0.50	0.7						
Promotional Pool	1.3	0.50	0.7	2.7	0.50	1.3	1.3	0.50	0.7	6.7	0.50	3.3						
FINAL AVAIL. FACTOR			1.3			2.5			1.0			4.0						100.3

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	50% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 6 - Program Admin

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
TOTAL	13,484	5,267	8,217	4,575	7,075	455	655	155	305	82	182
%	100.000	39.061	60.939	33.929	52.470	3.374	4.858	1.150	2.262	0.608	1.350
Promotional Pool											
Employees in UCP 4 - Program Assistant	36	3	33	2	28	0	1	0	1	1	3
Employees in UCP 5 - Program Coordinator	39	4	35	3	30	0	2	1	1	0	2
TOTAL	75	7	68	5	58	0	3	1	2	1	5
%	100.000	9.333	90.667	6.667	77.333	0.000	4.000	1.333	2.667	1.333	6.667

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 6 - Program Spec 1
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	39.1	0.70	27.4	61.0	0.70	42.7	33.9	0.70	23.7	52.5	0.70	36.8	3.4	0.70	2.4	4.9	0.70	3.4
Promotional Pool	12.9	0.30	3.9	87.1	0.30	26.1	8.2	0.30	2.5	78.8	0.30	23.6	1.2	0.30	0.4	2.4	0.30	0.7
FINAL AVAIL. FACTOR			31.3			68.8			26.2			60.4			2.8			4.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.70	0.8	2.3	0.70	1.6	0.6	0.70	0.4	1.4	0.70	1.0						
Promotional Pool	3.5	0.30	1.1	1.2	0.30	0.4	0.0	0.30	0.0	4.7	0.30	1.4						
FINAL AVAIL. FACTOR			1.9			2.0			0.4			2.4						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	70% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.
Promotional Pool	Promotions filled from positions within the University	30% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 6 - Program Specialist 1

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Social & Community Service Managers (119151)	3,547	1,109	2,438	880	2,015	190	260	35	110	4	53
TOTAL	13,484	5,267	8,217	4,575	7,075	455	655	155	305	82	182
%	100.000	39.061	60.939	33.929	52.470	3.374	4.858	1.150	2.262	0.608	1.350
Promotional Pool											
Employees in UCP 5 - Admin Serv Spec 3	46	7	39	4	37	1	0	2	0	0	2
Employees in UCP 5 - Program Coordinator	39	4	35	3	30	0	2	1	1	0	2
TOTAL	85	11	74	7	67	1	2	3	1	0	4
%	100.000	12.941	87.059	8.235	78.824	1.176	2.353	3.529	1.176	0.000	4.706

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	49.7	0.60	29.8	50.3	0.60	30.2	42.1	0.60	25.3	41.2	0.60	24.7	2.6	0.60	1.6	4.1	0.60	2.5
Unemployment	52.4	0.05	2.6	47.6	0.05	2.4	36.3	0.05	1.8	28.5	0.05	1.4	7.7	0.05	0.4	10.8	0.05	0.5
Promotional Pool	21.9	0.35	7.7	78.1	0.35	27.3	18.9	0.35	6.6	68.0	0.35	23.8	1.2	0.35	0.4	4.1	0.35	1.4
FINAL AVAIL. FACTOR			40.3			59.9			33.7			49.9			2.4			4.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.8	0.60	1.1	2.8	0.60	1.7	3.3	0.60	2.0	2.1	0.60	1.3						
Unemployment	5.3	0.05	0.3	6.3	0.05	0.3	3.1	0.05	0.2	2.0	0.05	0.1						
Promotional Pool	1.2	0.35	0.4	2.4	0.35	0.8	0.6	0.35	0.2	3.6	0.35	1.3						
FINAL AVAIL. FACTOR			1.8			2.8			2.4			2.7						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
Employment Data - CT Census 2000 Statewide											
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Purch. Agts. & Buyers, Farm Prod (131021)	80	40	40	40	30	0	10	0	0	0	0
Whsle & Ret. Buyers, Exc. Farm Prod. (131022)	2,811	1,223	1,588	1,115	1,390	40	94	29	80	39	24
Purch. Agts., Exc. Whsle, Ret., Etc (131023)	4,010	1,887	2,123	1,725	1,960	80	95	34	34	48	34
Other Business Operations Specialists (1311XX)	3,065	1,332	1,733	1,125	1,340	105	185	39	120	63	88
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Electrical & Electronics Engineers (172070)	4,313	4,064	249	3,725	225	85	10	44	10	210	4
Engineers, Technicians, exc Drafters (173020)	6,123	5,184	939	4,250	725	299	130	315	44	320	40
Life, Physical & Soc. Science Techs. (194000)	3,346	1,863	1,483	1,490	1,155	94	150	94	95	185	83
Counselors (211010)	8,659	2,865	5,794	2,055	4,355	565	960	175	400	70	79
Misc. Comm. & Soc. Serv. Specialists (211090)	3,434	1,199	2,235	835	1,340	245	475	90	340	29	80
Preschool & Kindergarten Teachers (252010)	7,092	219	6,873	95	5,860	40	465	74	405	10	143
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Other Educ. Training, & Library Occs. (259000)	14,634	1,374	13,260	945	10,280	175	1,375	200	1,345	54	260
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Animal Care & Service Workers (392000)	2,147	569	1,578	455	1,465	20	4	50	40	44	69
TOTAL	165,142	82,124	83,018	69,530	68,055	4,219	6,814	2,900	4,615	5,475	3,534
%	100.00	49.729	50.271	42.103	41.210	2.555	4.126	1.756	2.795	3.315	2.140
CT Unemployment Data - 3rd Quarter 2016											
Other Management Occupations (SOC Code 11.90)	853	438	415	313	265	61	71	46	67	18	12
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Architecture & Engineering Occupations (SOC Code 17)	580	500	80	367	54	52	7	50	13	31	6
Life, Physical, & Social Science Technicians (SOC Code 19.40)	133	72	61	53	34	9	12	3	10	7	5
Counselors, Social Workers, Other Cmnty./Soc.Svcs Workers (SOC 21.10)	803	225	578	106	241	75	235	41	96	3	6

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Librarians, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
Animal Care & Service Workers (SOC Code 39.20)	27	6	21	3	19	2	0	1	2	0	0
TOTAL	5,211	2,731	2,480	1892	1487	403	564	275	326	161	103
%	100.00	52.408	47.592	36.308	28.536	7.734	10.823	5.277	6.256	3.090	1.977
Promotional Pool											
Employees in UCP 4 Classification	48	21	27	19	24	1	1	1	1	0	1
Employees in UCP 4 Program Assistant 2	36	3	33	2	28	0	1	0	1	1	3
Employees in UCP 3 Classification	23	8	15	7	11	0	1	1	1	0	2
Employees in UCP 3 Program Assistant 1	62	5	57	4	52	1	4	0	1	0	0
TOTAL	169	37	132	32	115	2	7	2	4	1	6
%	100.00	21.893	78.107	18.935	68.047	1.183	4.142	1.183	2.367	0.592	3.550

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5 - Academic Advisor 1
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	9.4	0.95	8.9	90.6	0.95	86.1	6.5	0.95	6.2	70.2	0.95	66.7	1.2	0.95	1.1	9.4	0.95	8.9
Unemployment	15.7	0.05	0.8	84.3	0.05	4.2	9.6	0.05	0.5	38.9	0.05	1.9	4.6	0.05	0.2	23.9	0.05	1.2
FINAL AVAIL. FACTOR			9.7			90.3			6.7			68.6			1.3			10.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.95	1.3	9.2	0.95	8.7	0.4	0.95	0.4	1.8	0.95	1.7						
Unemployment	1.4	0.05	0.1	18.6	0.05	0.9	0.0	0.05	0.0	2.9	0.05	0.1						
FINAL AVAIL. FACTOR			1.4			9.6			0.4			1.8						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Academic Advisor 1

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Other Educ. Training, & Library Occs. (259000)	14,634	1,374	13,260	945	10,280	175	1,375	200	1,345	54	260
TOTAL	14,634	1,374	13,260	945	10,280	175	1,375	200	1,345	54	260
%	100.00	9.389	90.611	6.458	70.247	1.196	9.396	1.367	9.191	0.369	1.777
CT Unemployment Data - 3rd Quarter 2016											
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
TOTAL	280	44	236	27	109	13	67	4	52	0	8
%	100.00	15.714	84.286	9.643	38.929	4.643	23.929	1.429	18.571	0.000	2.857

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5-Administrative Coordinator
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	31.1	0.45	14.0	68.9	0.45	31.0	25.0	0.45	11.3	59.1	0.45	26.6	2.2	0.45	1.0	4.7	0.45	2.1
Unemployment	17.4	0.05	0.9	82.6	0.05	4.1	11.0	0.05	0.6	58.7	0.05	2.9	2.8	0.05	0.1	10.1	0.05	0.5
Promotional Pool	8.3	0.50	4.2	91.7	0.50	45.8	7.5	0.50	3.8	80.8	0.50	40.4	0.0	0.50	0.0	3.3	0.50	1.7
FINAL AVAIL. FACTOR			19.2			81.0			15.7			69.9			1.1			4.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.45	1.2	3.6	0.45	1.6	1.2	0.45	0.5	1.4	0.45	0.6						
Unemployment	2.8	0.05	0.1	11.0	0.05	0.6	0.9	0.05	0.1	2.8	0.05	0.1						
Promotional Pool	0.0	0.50	0.0	3.3	0.50	1.7	0.8	0.50	0.4	4.2	0.50	2.1						
FINAL AVAIL. FACTOR			1.3			3.9			1.1			2.8						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	45% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Administrative Coordinator

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Super., Office & Admin. Support Workers (431000)	22,637	7,042	15,595	5,670	13,380	504	1,070	595	820	273	325
TOTAL	22,637	7,042	15,595	5,670	13,380	504	1,070	595	820	273	325
%	100.000	31.108	68.892	25.047	59.107	2.226	4.727	2.628	3.622	1.206	1.436
CT Unemployment Data - 3rd Quarter 2016											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	109	19	90	12	64	3	11	3	12	1	3
TOTAL	109	19	90	12	64	3	11	3	12	1	3
%	100.000	17.431	82.569	11.009	58.716	2.752	10.092	2.752	11.009	0.917	2.752
Promotional Pool											
Employees in UCP 4 Administrative Services Assistant 3	30	1	29	1	25	0	1	0	0	0	3
Employees in UCP 4 Administrative Services Specialist 2	90	9	81	8	72	0	3	0	4	1	2
TOTAL	120	10	110	9	97	0	4	0	4	1	5
%	100.000	8.333	91.667	7.500	80.833	0.000	3.333	0.000	3.333	0.833	4.167

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5-Administrative Serv Spec 3

LMA:

Connecticut

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.7	0.30	1.7	94.3	0.30	28.3	4.6	0.30	1.4	81.1	0.30	24.3	0.5	0.30	0.2	7.1	0.30	2.1
Unemployment	13.5	0.05	0.7	86.5	0.05	4.3	7.2	0.05	0.4	54.5	0.05	2.7	2.8	0.05	0.1	16.3	0.05	0.8
Promotional Pool	8.3	0.65	5.4	91.7	0.65	59.6	7.5	0.65	4.9	80.8	0.65	52.5	0.0	0.65	0.0	3.3	0.65	2.2
FINAL AVAIL. FACTOR			7.8			92.2			6.7			79.5			0.3			5.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.2	0.30	0.1	4.3	0.30	1.3	0.3	0.30	0.1	1.8	0.30	0.5						
Unemployment	2.8	0.05	0.1	14.3	0.05	0.7	0.8	0.05	0.0	1.4	0.05	0.1						
Promotional Pool	0.0	0.65	0.0	3.3	0.65	2.2	0.8	0.65	0.5	4.2	0.65	2.7						
FINAL AVAIL. FACTOR			0.2			4.2			0.6			3.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	30% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University typically	65% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Administrative Serv Spec 3

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Secretaries & Administrative Assistants (436000)	53,283	1,463	51,820	1,155	44,750	120	3,800	70	2,330	118	940
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	59,734	3,376	56,358	2,765	48,440	290	4,265	135	2,595	186	1,058
%	100.000	5.652	94.348	4.629	81.093	0.485	7.140	0.226	4.344	0.311	1.771
CT Unemployment Data -3rd Quarter 2016											
Secretaries & Administrative Assistants (SOC Code 43.60)	919	51	868	28	567	10	158	12	130	1	13
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	1,817	245	1,572	130	991	50	296	51	259	14	26
%	100.000	13.484	86.516	7.155	54.540	2.752	16.291	2.807	14.254	0.771	1.431
Promotional Pool											
Employees in UCP 4 Administrative Serv Asst 3	30	1	29	1	25	0	1	0	0	0	3
Employees in UCP 4 Administrative Serv Spec 2	90	9	81	8	72	0	3	0	4	1	2
TOTAL	120	10	110	9	97	0	4	0	4	1	5
%	100.000	8.333	91.667	7.500	80.833	0.000	3.333	0.000	3.333	0.833	4.167

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5-Dining Serv Asst Manager
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	66.8	0.95	63.5	33.2	0.95	31.5	48.6	0.95	46.2	25.4	0.95	24.1	6.2	0.95	5.9	3.6	0.95	3.4
Unemployment	64.0	0.05	3.2	36.0	0.05	1.8	34.4	0.05	1.7	17.7	0.05	0.9	15.6	0.05	0.8	8.1	0.05	0.4
FINAL AVAIL. FACTOR			66.7			33.3			47.9			25.0			6.7			3.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	6.8	0.95	6.5	2.4	0.95	2.3	5.2	0.95	4.9	1.8	0.95	1.7						
Unemployment	10.8	0.05	0.5	8.6	0.05	0.4	3.2	0.05	0.2	1.6	0.05	0.1						
FINAL AVAIL. FACTOR			7.0			2.7			5.1			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Dining Serv Asst Manager

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Supervisors, Food Prep & Serv. Wrkers (351000)	10,409	6,953	3,456	5,060	2,645	644	375	705	250	544	186
TOTAL	10,409	6,953	3,456	5,060	2,645	644	375	705	250	544	186
%	100.00	66.798	33.202	48.612	25.411	6.187	3.603	6.773	2.402	5.226	1.787
CT Unemployment Data - 3rd Quarter 2016											
Supervisors of Food Preparation & Serving Workers (SOC Code 35.10)	186	119	67	64	33	29	15	20	16	6	3
TOTAL	186	119	67	64	33	29	15	20	16	6	3
%	100.00	63.978	36.022	34.409	17.742	15.591	8.065	10.753	8.602	3.226	1.613

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5-Financial Assistant 2
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	70.5	0.55	38.8	29.5	0.55	16.2	64.0	0.55	35.2	24.3	0.55	13.4	2.0	0.55	1.1	2.8	0.55	1.5
Unemployment	47.0	0.05	2.3	53.0	0.05	2.7	34.5	0.05	1.7	37.1	0.05	1.9	6.3	0.05	0.3	8.5	0.05	0.4
Promotional Pool	30.4	0.40	12.2	69.6	0.40	27.8	17.4	0.40	7.0	65.2	0.40	26.1	4.3	0.40	1.7	0.0	0.40	0.0
FINAL AVAIL. FACTOR			53.2			46.7			43.9			41.4			3.1			1.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.2	0.55	0.1	0.5	0.55	0.3	4.2	0.55	2.3	2.0	0.55	1.1						
Unemployment	3.6	0.05	0.2	4.4	0.05	0.2	2.6	0.05	0.1	3.0	0.05	0.2						
Promotional Pool	0.0	0.40	0.0	0.0	0.40	0.0	8.7	0.40	3.5	4.3	0.40	1.7						
FINAL AVAIL. FACTOR			0.3			0.5			5.9			3.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	55% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University typically	40% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Financial Assistant 2

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
TOTAL	1,977	1,393	584	1,265	480	40	55	4	10	84	39
%	100.00	70.460	29.540	63.986	24.279	2.023	2.782	0.202	0.506	4.249	1.973
CT Unemployment Data - 3rd Quarter 2016											
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
TOTAL	1,373	645	728	474	510	86	117	49	60	36	41
%	100.00	46.977	53.023	34.523	37.145	6.264	8.521	3.569	4.370	2.622	2.986
Promotional Pool											
Employees in UCP 1 - Financial Assistant 1	23	7	16	4	15	1	0	0	0	2	1
TOTAL	23	7	16	4	15	1	0	0	0	2	1
%	100.00	30.435	69.565	17.391	65.217	4.348	0.000	0.000	0.000	8.696	4.348

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 5-Program Coordinator
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	29.7	0.60	17.8	70.3	0.60	42.2	25.0	0.60	15.0	57.2	0.60	34.3	2.6	0.60	1.6	7.2	0.60	4.3
Unemployment	21.6	0.05	1.1	78.4	0.05	3.9	11.4	0.05	0.6	47.2	0.05	2.4	4.5	0.05	0.2	15.4	0.05	0.8
Promotional Pool	8.3	0.35	2.9	91.7	0.35	32.1	5.6	0.35	1.9	77.8	0.35	27.2	0.0	0.35	0.0	2.8	0.35	1.0
FINAL AVAIL. FACTOR			21.9			78.2			17.5			63.9			1.8			6.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.0	0.60	0.6	4.1	0.60	2.5	1.1	0.60	0.7	1.8	0.60	1.1						
Unemployment	4.3	0.05	0.2	14.4	0.05	0.7	1.4	0.05	0.1	1.4	0.05	0.1						
Promotional Pool	0.0	0.35	0.0	2.8	0.35	1.0	2.8	0.35	1.0	8.3	0.35	2.9						
FINAL AVAIL. FACTOR			0.8			4.2			1.8			4.1						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 5 - Program Coordinator

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
%	100.00	29.654	70.346	24.957	57.200	2.635	7.208	1.008	4.108	1.054	1.829
CT Unemployment Data - 3rd Quarter 2016											
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	898	194	704	102	424	40	138	39	129	13	13
%	100.00	21.604	78.396	11.359	47.216	4.454	15.367	4.343	14.365	1.448	1.448
Promotional Pool											
Employees in UCP 4 Program Assistant 2	36	3	33	2	28	0	1	0	1	1	3
TOTAL	36	3	33	2	28	0	1	0	1	1	3
%	100.00	8.333	91.667	5.556	77.778	0.000	2.778	0.000	2.778	2.778	8.333

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 4
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	50.9	0.60	30.5	49.1	0.60	29.5	42.4	0.60	25.4	40.3	0.60	24.2	2.6	0.60	1.6	4.1	0.60	2.5
Unemployment	46.4	0.05	2.3	53.6	0.05	2.7	31.2	0.05	1.6	31.9	0.05	1.6	7.4	0.05	0.4	12.4	0.05	0.6
Promotional Pool	35.0	0.35	12.3	65.0	0.35	22.7	23.3	0.35	8.2	53.3	0.35	18.7	3.3	0.35	1.2	3.3	0.35	1.2
FINAL AVAIL. FACTOR			45.1			54.9			35.2			44.5			3.2			4.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.0	0.60	1.2	2.5	0.60	1.5	3.9	0.60	2.3	2.3	0.60	1.4						
Unemployment	5.0	0.05	0.2	7.2	0.05	0.4	2.9	0.05	0.1	2.2	0.05	0.1						
Promotional Pool	3.3	0.35	1.2	3.3	0.35	1.2	5.0	0.35	1.8	5.0	0.35	1.8						
FINAL AVAIL. FACTOR			2.6			3.0			4.2			3.2						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:
TITLE:
CAMPUS:

3-Nonteaching Professional
UC Professional 4
Total University

Period Covered: 10/01/15 - 09/30/16

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Human Res., Training & Labor Re. Spec. (131070)	12,908	4,408	8,500	3,825	6,970	270	860	160	400	153	270
Other Business Operations Specialists (1311XX)	3,065	1,332	1,733	1,125	1,340	105	185	39	120	63	88
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Engineers, Technicians, exc Drafters (173020)	6,123	5,184	939	4,250	725	299	130	315	44	320	40
Life, Physical & Soc. Science Techs. (194000)	3,346	1,863	1,483	1,490	1,155	94	150	94	95	185	83
Counselors (211010)	8,659	2,865	5,794	2,055	4,355	565	960	175	400	70	79
Misc. Comm. & Soc. Serv. Specialists (211090)	3,434	1,199	2,235	835	1,340	245	475	90	340	29	80
Preschool & Kindergarten Teachers (252010)	7,092	219	6,873	95	5,860	40	465	74	405	10	143
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Designers (271020)	12,419	5,574	6,845	5,050	6,315	175	160	180	205	169	165
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Clinical Lab Technologists & Techs (292010)	4,196	878	3,318	670	2,585	55	300	55	145	98	288
TOTAL	125,518	63,869	61,649	53,205	50,575	3,305	5,087	2,464	3,162	4,895	2,825
%	100.00	50.884	49.116	42.388	40.293	2.633	4.053	1.963	2.519	3.900	2.251
CT Unemployment Data - 3rd Quarter 2016											
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Drafters, Engineering, & Mapping Technicians (SOC Code 17.30)	277	231	46	154	34	28	1	34	8	15	3
Life, Physical, & Social Science Technicians (SOC Code 19.40)	133	72	61	53	34	9	12	3	10	7	5
Counselors, Social Workers, Other Cmnty./Soc.Svcs Workers (SOC 21.10)	803	225	578	106	241	75	235	41	96	3	6
Librarian, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Art & Design Workers (SOC Code 27.10)	166	84	82	54	71	15	4	12	6	3	1
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
Health Technologists & Technicians (SOC Code 29.20)	546	98	448	61	259	19	95	11	81	7	13
TOTAL	4,740	2,200	2,540	1478	1513	350	586	235	339	137	102
	100.00	46.414	53.586	31.181	31.920	7.384	12.363	4.958	7.152	2.890	2.152

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:
TITLE:
CAMPUS:

3-Nonteaching Professional
UC Professional 4
Total University

Period Covered: 10/01/15 - 09/30/16

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Promotional Pool											
Employees in UCP 3 Classification	23	8	15	7	11	0	1	1	1	0	2
Employees in UCP 1 Classification	37	13	24	7	21	2	1	1	1	3	1
TOTAL	60	21	39	14	32	2	2	2	2	3	3
%	100.00	35.000	65.000	23.333	53.333	3.333	3.333	3.333	3.333	5.000	5.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 4 - Administrative Assistant 3

LMA:

Connecticut

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.7	0.50	2.8	94.3	0.50	47.2	4.6	0.50	2.3	81.1	0.50	40.6	0.5	0.50	0.3	7.1	0.50	3.6
Unemployment	13.5	0.05	0.7	86.5	0.05	4.3	7.2	0.05	0.4	54.5	0.05	2.7	2.8	0.05	0.1	16.3	0.05	0.8
Promotional Pool	5.4	0.45	2.4	94.6	0.45	42.6	4.6	0.45	2.1	83.8	0.45	37.7	0.8	0.45	0.4	9.2	0.45	4.1
FINAL AVAIL. FACTOR			5.9			94.1			4.8			81.1			0.8			8.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.2	0.50	0.1	4.3	0.50	2.2	0.3	0.50	0.2	1.8	0.50	0.9						
Unemployment	2.8	0.05	0.1	14.3	0.05	0.7	0.8	0.05	0.0	1.4	0.05	0.1						
Promotional Pool	0.0	0.45	0.0	1.5	0.45	0.7	0.0	0.45	0.0	0.0	0.45	0.0						
FINAL AVAIL. FACTOR			0.2			3.6			0.2			1.0						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	50% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	45% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 4 - Administrative Serv Assistant 3

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Secretaries & Administrative Assistants (436000)	53,283	1,463	51,820	1,155	44,750	120	3,800	70	2,330	118	940
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	59,734	3,376	56,358	2,765	48,440	290	4,265	135	2,595	186	1,058
%	100.00	5.652	94.348	4.629	81.093	0.485	7.140	0.226	4.344	0.311	1.771
CT Unemployment Data - 3rd Quarter 2016											
Secretaries & Administrative Assistants (SOC Code 43.60)	919	51	868	28	567	10	158	12	130	1	13
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	1,817	245	1,572	130	991	50	296	51	259	14	26
%	100.00	13.484	86.516	7.155	54.540	2.752	16.291	2.807	14.254	0.771	1.431
Promotional Pool											
Employees in UCP 3 Program Assistant 1	62	5	57	4	52	1	4	0	1	0	0
Employees in the Secretary 2 Title	25	1	24	1	21	0	2	0	1	0	0
Employees in the Office Assistant Title	43	1	42	1	36	0	6	0	0	0	0
TOTAL	130	7	123	6	109	1	12	0	2	0	0
%	100.00	5.385	94.615	4.615	83.846	0.769	9.231	0.000	1.538	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 4 - Administrative Serv Sp 2
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	5.7	0.60	3.4	94.3	0.60	56.6	4.6	0.60	2.8	81.1	0.60	48.7	0.5	0.60	0.3	7.1	0.60	4.3
Unemployment	13.5	0.05	0.7	86.5	0.05	4.3	7.2	0.05	0.4	54.5	0.05	2.7	2.8	0.05	0.1	16.3	0.05	0.8
Promotional Pool	5.4	0.35	1.9	94.6	0.35	33.1	4.6	0.35	1.6	83.8	0.35	29.3	0.8	0.35	0.3	9.2	0.35	3.2
FINAL AVAIL. FACTOR			5.9			94.1			4.8			80.7			0.7			8.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.2	0.60	0.1	4.3	0.60	2.6	0.3	0.60	0.2	1.8	0.60	1.1						
Unemployment	2.8	0.05	0.1	14.3	0.05	0.7	0.8	0.05	0.0	1.4	0.05	0.1						
Promotional Pool	0.0	0.35	0.0	1.5	0.35	0.5	0.0	0.35	0.0	0.0	0.35	0.0						
FINAL AVAIL. FACTOR			0.2			3.8			0.2			1.2						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 4 - Administrative Serv Specialist 2

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Secretaries & Administrative Assistants (436000)	53,283	1,463	51,820	1,155	44,750	120	3,800	70	2,330	118	940
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	59,734	3,376	56,358	2,765	48,440	290	4,265	135	2,595	186	1,058
%	100.00	5.652	94.348	4.629	81.093	0.485	7.140	0.226	4.344	0.311	1.771
CT Unemployment Data - 3rd Quarter 2016											
Secretaries & Administrative Assistants (SOC Code 43.60)	919	51	868	28	567	10	158	12	130	1	13
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	1,817	245	1,572	130	991	50	296	51	259	14	26
%	100.00	13.484	86.516	7.155	54.540	2.752	16.291	2.807	14.254	0.771	1.431
Promotional Pool											
Employees in UCP 3 Program Assistant 1	62	5	57	4	52	1	4	0	1	0	0
Employees in the Secretary 2 Title	25	1	24	1	21	0	2	0	1	0	0
Employees in the Office Assistant Title	43	1	42	1	36	0	6	0	0	0	0
TOTAL	130	7	123	6	109	1	12	0	2	0	0
%	100.00	5.385	94.615	4.615	83.846	0.769	9.231	0.000	1.538	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 4 - Program Assistant 2
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	29.7	0.75	22.2	70.3	0.75	52.8	25.0	0.75	18.8	57.2	0.75	42.9	2.6	0.75	2.0	7.2	0.75	5.4
Unemployment	21.6	0.05	1.1	78.4	0.05	3.9	11.4	0.05	0.6	47.2	0.05	2.4	4.5	0.05	0.2	15.4	0.05	0.8
Promotional Pool	8.1	0.20	1.6	91.9	0.20	18.4	6.5	0.20	1.3	83.9	0.20	16.8	1.6	0.20	0.3	6.5	0.20	1.3
FINAL AVAIL. FACTOR			24.9			75.1			20.7			62.1			2.5			7.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.0	0.75	0.8	4.1	0.75	3.1	1.1	0.75	0.8	1.8	0.75	1.4						
Unemployment	4.3	0.05	0.2	14.4	0.05	0.7	1.4	0.05	0.1	1.4	0.05	0.1						
Promotional Pool	0.0	0.20	0.0	1.6	0.20	0.3	0.0	0.20	0.0	0.0	0.20	0.0						
FINAL AVAIL. FACTOR			1.0			4.1			0.9			1.5						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	75% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	20% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 4 - Program Assistant 2

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
%	100.00	29.654	70.346	24.957	57.200	2.635	7.208	1.008	4.108	1.054	1.829
CT Unemployment Data - 3rd Quarter 2016											
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	898	194	704	102	424	40	138	39	129	13	13
%	100.00	21.604	78.396	11.359	47.216	4.454	15.367	4.343	14.365	1.448	1.448
Promotional Pool											
Employees in UCP 3 Program Assistant 1	62	5	57	4	52	1	4	0	1	0	0
TOTAL	62	5	57	4	52	1	4	0	1	0	0
%	100.00	8.065	91.935	6.452	83.871	1.613	6.452	0.000	1.613	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 3
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	57.2	0.65	37.2	42.7	0.65	27.8	48.1	0.65	31.3	35.8	0.65	23.3	2.6	0.65	1.7	2.9	0.65	1.9
Unemployment	47.6	0.05	2.4	52.5	0.05	2.6	32.0	0.05	1.6	31.3	0.05	1.6	7.8	0.05	0.4	12.6	0.05	0.6
Promotional Pool	17.5	0.30	5.3	82.5	0.30	24.8	10.0	0.30	3.0	71.3	0.30	21.4	2.5	0.30	0.8	8.8	0.30	2.6
FINAL AVAIL. FACTOR			44.8			55.1			35.9			46.3			2.9			5.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.9	0.65	1.2	1.8	0.65	1.2	4.7	0.65	3.1	2.2	0.65	1.4						
Unemployment	4.9	0.05	0.3	6.3	0.05	0.3	2.9	0.05	0.2	2.1	0.05	0.1						
Promotional Pool	1.3	0.30	0.4	1.3	0.30	0.4	3.8	0.30	1.1	1.3	0.30	0.4						
FINAL AVAIL. FACTOR			1.9			1.9			4.4			1.9						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	65% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University, typically from UCP 1 and Office Assistant level positions	30% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 3

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
Employment Data - CT Census 2000 Statewide											
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Counselors (211010)	8,659	2,865	5,794	2,055	4,355	565	960	175	400	70	79
Librarians (254021)	3,444	474	2,970	375	2,675	0	95	30	90	69	110
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Designers (271020)	12,419	5,574	6,845	5,050	6,315	175	160	180	205	169	165
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
TOTAL	88,139	50,488	37,651	42,435	31,515	2,272	2,597	1,641	1,623	4,140	1,916
%	100.00	57.282	42.718	48.146	35.756	2.578	2.946	1.862	1.841	4.697	2.174
CT Unemployment Data - 3rd Quarter 2016											
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Counselors, Social Workers, Other Cmnty./Soc.Svcs Workers (SOC 21.10)	803	225	578	106	241	75	235	41	96	3	6
Librarian, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Art & Design Workers (SOC Code 27.10)	166	84	82	54	71	15	4	12	6	3	1
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
TOTAL	3,784	1,799	1,985	1210	1186	294	478	187	240	108	81
%	100.00	47.542	52.458	31.977	31.342	7.770	12.632	4.942	6.342	2.854	2.141
Promotional Pool											
Employees in UCP 1 Classification	37	13	24	7	21	2	1	1	1	3	1
Employees in Office Assistant Classification	43	1	42	1	36	0	6	0	0	0	0
TOTAL	80	14	66	8	57	2	7	1	1	3	1
%	100.00	17.500	82.500	10.000	71.250	2.500	8.750	1.250	1.250	3.750	1.250

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 3 - Program Assistant 1
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	29.7	0.60	17.8	70.3	0.60	42.2	25.0	0.60	15.0	57.2	0.60	34.3	2.6	0.60	1.6	7.2	0.60	4.3
Unemployment	21.6	0.05	1.1	78.4	0.05	3.9	11.4	0.05	0.6	47.2	0.05	2.4	4.5	0.05	0.2	15.4	0.05	0.8
Promotional Pool	9.1	0.35	3.2	90.9	0.35	31.8	3.0	0.35	1.1	75.8	0.35	26.5	3.0	0.35	1.1	9.1	0.35	3.2
FINAL AVAIL. FACTOR			22.1			78.0			16.7			63.2			2.9			8.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.0	0.60	0.6	4.1	0.60	2.5	1.1	0.60	0.7	1.8	0.60	1.1						
Unemployment	4.3	0.05	0.2	14.4	0.05	0.7	1.4	0.05	0.1	1.4	0.05	0.1						
Promotional Pool	3.0	0.35	1.1	6.1	0.35	2.1	0.0	0.35	0.0	0.0	0.35	0.0						
FINAL AVAIL. FACTOR			1.9			5.3			0.8			1.2						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Occupations are in varied lines of progression high value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.
Promotional Pool	Promotions filled from positions within the University	35% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 3 - Program Assistant 1

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
%	100.00	29.654	70.346	24.957	57.200	2.635	7.208	1.008	4.108	1.054	1.829
CT Unemployment Data - 3rd Quarter 2016											
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	898	194	704	102	424	40	138	39	129	13	13
%	100.00	21.604	78.396	11.359	47.216	4.454	15.367	4.343	14.365	1.448	1.448
Promotional Pool											
Employees in UCP 1 Program Aide	8	2	6	0	4	1	1	1	1	0	0
Employees in Secretary 1 Title	25	1	24	1	21	0	2	0	1	0	0
TOTAL	33	3	30	1	25	1	3	1	2	0	0
%	100.00	9.091	90.909	3.030	75.758	3.030	9.091	3.030	6.061	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: UC Professional 1
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.3	0.95	14.6	84.7	0.95	80.4	12.3	0.95	11.7	70.1	0.95	66.6	1.4	0.95	1.3	7.1	0.95	6.8
Unemployment	22.9	0.05	1.1	77.1	0.05	3.9	14.1	0.05	0.7	46.0	0.05	2.3	4.5	0.05	0.2	15.6	0.05	0.8
FINAL AVAIL. FACTOR			15.7			84.3			12.4			68.9			1.5			7.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.95	0.8	5.2	0.95	4.9	0.9	0.95	0.9	2.3	0.95	2.2						
Unemployment	2.9	0.05	0.2	13.1	0.05	0.7	1.3	0.05	0.1	2.4	0.05	0.1						
FINAL AVAIL. FACTOR			1.0			5.6			1.0			2.3						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Comparatively low recruitment from the unemployed pool.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

UC Professional 1

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Life, Physical & Soc. Science Techs. (194000)	3,346	1,863	1,483	1,490	1,155	94	150	94	95	185	83
Other Educational, Training, & Library Occs (259000)	14,634	1,374	13,260	945	10,280	175	1,375	200	1,345	54	260
Financial Clerks (433000)	38,616	4,515	34,101	3,725	29,045	414	2,508	143	1,559	233	989
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	63,047	9,665	53,382	7,770	44,170	853	4,498	502	3,264	540	1,450
%	100.00	15.330	84.670	12.324	70.059	1.353	7.134	0.796	5.177	0.857	2.300
CT Unemployment Data -3rd Quarter 2016											
Life, Physical, & Social Science Technicians (SOC Code 19)	245	122	123	90	74	14	21	8	14	10	14
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Financial Clerks (SOC Code 43.30)	510	82	428	53	283	20	75	6	58	3	12
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	1,933	442	1,491	272	890	87	301	57	253	26	47
%	100.00	22.866	77.134	14.071	46.042	4.501	15.572	2.949	13.088	1.345	2.431

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Academic Assistants
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	51.2	0.75	38.4	48.8	0.75	36.6	39.6	0.75	29.7	37.0	0.75	27.8	2.3	0.75	1.7	4.0	0.75	3.0
Education	39.3	0.25	9.8	60.7	0.25	15.2	28.2	0.25	7.1	41.2	0.25	10.3	3.9	0.25	1.0	8.9	0.25	2.2
FINAL AVAIL. FACTOR			48.2			51.8			36.8			38.1			2.7			5.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	2.2	0.75	1.7	2.4	0.75	1.8	7.1	0.75	5.3	5.4	0.75	4.1						
Education	3.4	0.25	0.9	5.6	0.25	1.4	3.8	0.25	1.0	4.9	0.25	1.2						
FINAL AVAIL. FACTOR			2.6			3.2			6.3			5.3						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 315.20-Other Faculty	75% Occupations are in varied lines of progression. higher value weight, since data reflects those occupations.
Education	U.S. Department of Education, National Center for Education Statistics Integrated Postsecondary Educ. Data System (IPEDS) 2013 Table 334/335 - Master's degrees conferred by degree-granting institutions Table 341/342 - Doctor's degrees conferred by degree-granting institutions	25% Higher weight since these are entry level positions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Academic Assistant 1-4

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Natl Employment - NECS Table 315.20 2013											
Other Faculty	125,904	64,468	61,436	49,894	46,629	2,923	5,070	2,768	2,979	8,883	6,758
TOTAL	125,904	64,468	61,436	49,894	46,629	2,923	5,070	2,768	2,979	8,883	6,758
%	100.00	51.204	48.796	39.629	37.035	2.322	4.027	2.199	2.366	7.055	5.368
Natl Education- NCES Table 324.30 and 324.35 Fall 2013											
Ph.D.	153,524	70,286	83,238	52,065	56,847	4,467	8,811	5,011	6,246	8,743	11,334
Natl Education- NCES Table 323.40 and 323.50 Fall 2013											
M.S.	626,984	236,631	390,353	168,152	264,954	26,317	60,948	21,349	37,335	20,813	27,116
TOTAL	780,508	306,917	473,591	220,217	321,801	30,784	69,759	26,360	43,581	29,556	38,450
%	100.00	39.323	60.677	28.215	41.230	3.944	8.938	3.377	5.584	3.787	4.926

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Specialist 1A
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	73.5	1.00	73.5	26.5	1.00	26.5	56.9	1.00	56.9	20.7	1.00	20.7	13.5	1.00	13.5	4.7	1.00	4.7
FINAL AVAIL. FACTOR			73.5			26.5			56.9			20.7			13.5			4.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	1.9	1.00	1.9	0.5	1.00	0.5	1.2	1.00	1.2	0.5	1.00	0.5						
FINAL AVAIL. FACTOR			1.9			0.5			1.2			0.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	NCAA Race and Gender Demographics Report 2014-2015 (see attached worksheet of job titles used)	100% Occupations are in varied lines of progression higher value weight, since data reflects those occupations.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Specialist 1A

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - NCAA Race and Gender Demographics 2014-2015											
Head Coaches Men's Teams	2,653	2,553	100	2,141	63	337	36	50	1	25	0
Head Coaches Women's Teams	3,043	1,928	1,115	1,611	908	231	171	46	20	40	16
Assistant Coaches Men's Teams	8,640	7,798	842	5,619	611	1,894	214	179	9	106	8
Assistant Coaches Women's Teams	6,980	3,674	3,306	2,810	2,508	681	670	116	60	67	68
Strength Coaches	1,456	1,249	207	1,011	180	191	18	26	5	21	4
Head Athletic Trainers	371	300	71	269	64	13	7	11	0	7	0
Assistant or Associate Athletic Trainers	2,051	1,025	1,026	883	885	53	69	42	30	47	42
TOTAL	25,194	18,527	6,667	14,344	5,219	3,400	1,185	470	125	313	138
%	100.00	73.537	26.463	56.934	20.715	13.495	4.704	1.866	0.496	1.242	0.548

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Specialist 2A
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	73.5	1.00	73.5	26.5	1.00	26.5	56.9	1.00	56.9	20.7	1.00	20.7	13.5	1.00	13.5	4.7	1.00	4.7
FINAL AVAIL. FACTOR			73.5			26.5			56.9			20.7			13.5			4.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	1.9	1.00	1.9	0.5	1.00	0.5	1.2	1.00	1.2	0.5	1.00	0.5						
FINAL AVAIL. FACTOR			1.9			0.5			1.2			0.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	NCAA Race and Gender Demographics Report 2014-2015 (see attached worksheet of job titles used)	100% Occupations are in varied lines of progression. higher value weight, since data reflects those occupations.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Specialist 2A

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - NCAA Race and Gender Demographics 2014-2015											
Head Coaches Men's Teams	2,653	2,553	100	2,141	63	337	36	50	1	25	0
Head Coaches Women's Teams	3,043	1,928	1,115	1,611	908	231	171	46	20	40	16
Assistant Coaches Men's Teams	8,640	7,798	842	5,619	611	1,894	214	179	9	106	8
Assistant Coaches Women's Teams	6,980	3,674	3,306	2,810	2,508	681	670	116	60	67	68
Strength Coaches	1,456	1,249	207	1,011	180	191	18	26	5	21	4
Head Athletic Trainers	371	300	71	269	64	13	7	11	0	7	0
Assistant or Associate Athletic Trainers	2,051	1,025	1,026	883	885	53	69	42	30	47	42
TOTAL	25,194	18,527	6,667	14,344	5,219	3,400	1,185	470	125	313	138
%	100.00	73.537	26.463	56.934	20.715	13.495	4.704	1.866	0.496	1.242	0.548

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Specialist 3A-4A
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
National Employment	73.5	1.00	73.5	26.5	1.00	26.5	56.9	1.00	56.9	20.7	1.00	20.7	13.5	1.00	13.5	4.7	1.00	4.7
FINAL AVAIL. FACTOR			73.5			26.5			56.9			20.7			13.5			4.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
National Employment	1.9	1.00	1.9	0.5	1.00	0.5	1.2	1.00	1.2	0.5	1.00	0.5						
FINAL AVAIL. FACTOR			1.9			0.5			1.2			0.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
National Employment	NCAA Race and Gender Demographics Report 2014-2015 (see attached worksheet of job titles used)	100% Occupations are in varied lines of progression. higher value weight, since data reflects those occupations.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Specialist 3-4A

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - NCAA Race and Gender Demographics 2014-2015											
Head Coaches Men's Teams	2,653	2,553	100	2,141	63	337	36	50	1	25	0
Head Coaches Women's Teams	3,043	1,928	1,115	1,611	908	231	171	46	20	40	16
Assistant Coaches Men's Teams	8,640	7,798	842	5,619	611	1,894	214	179	9	106	8
Assistant Coaches Women's Teams	6,980	3,674	3,306	2,810	2,508	681	670	116	60	67	68
Strength Coaches	1,456	1,249	207	1,011	180	191	18	26	5	21	4
Head Athletic Trainers	371	300	71	269	64	13	7	11	0	7	0
Assistant or Associate Athletic Trainers	2,051	1,025	1,026	883	885	53	69	42	30	47	42
TOTAL	25,194	18,527	6,667	14,344	5,219	3,400	1,185	470	125	313	138
%	100.00	73.537	26.463	56.934	20.715	13.495	4.704	1.866	0.496	1.242	0.548

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 3-Nonteaching Professional
 TITLE: Remaining Titles
 CAMPUS: Total University

LMA: United States

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	40.5	0.95	38.4	59.5	0.95	56.5	34.4	0.95	32.7	49.7	0.95	47.2	1.8	0.95	1.7	4.5	0.95	4.3
Unemployment	35.7	0.05	1.8	64.2	0.05	3.2	24.0	0.05	1.2	39.4	0.05	2.0	5.6	0.05	0.3	13.5	0.05	0.7
FINAL AVAIL. FACTOR			40.2			59.7			33.9			49.2			2.0			5.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.95	1.2	3.0	0.95	2.9	3.0	0.95	2.9	2.3	0.95	2.2						
Unemployment	3.9	0.05	0.2	9.1	0.05	0.5	2.2	0.05	0.1	2.2	0.05	0.1						
FINAL AVAIL. FACTOR			1.4			3.4			3.0			2.3						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Occupations are in varied lines of progression. higher value weight, since data reflects those occupations.
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Limited recruitment from the unemployed pool.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Employment Data - CT Census 2000 Statewide											
Administrative Services Mgrs (113011)	1,634	1,040	594	965	535	20	0	35	34	20	25
Computer & Info. Systems Mgrs. (113021)	6,008	4,245	1,763	3,855	1,620	120	70	85	19	185	54
Transp., Storage, & Dist Managers (113071)	2,364	1,954	410	1,735	370	60	25	115	15	44	0
Education Administrators (119030)	9,937	4,158	5,779	3,695	5,060	265	395	120	195	78	129
Accountants & Auditors (132011)	27,962	13,848	14,114	12,445	11,825	664	985	335	485	404	819
Budget Analysts (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1,977	1,393	584	1,265	480	40	55	4	10	84	39
Financial Examiners (132061)	144	95	49	80	35	0	10	15	4	0	0
Computer Specialists (151000)	46,251	31,994	14,257	26,335	11,435	1,188	1,094	934	510	3,537	1,218
Misc. Comm. & Soc. Serv. Specialists (211090)	3,434	1,199	2,235	835	1,340	245	475	90	340	29	80
Archivists, Curators & Museum Techs (254010)	808	309	499	255	435	35	20	0	0	19	44
Other Educ., Training, & Library Occs. (259000)	14,634	1,374	13,260	945	10,280	175	1,375	200	1,345	54	260
Media & Communication Workers (273000)	11,533	5,576	5,957	5,070	5,195	159	183	203	333	144	246
Media & Comm. Equipment Workers (274000)	3,048	2,303	745	2,030	625	110	30	115	75	48	15
Physicians & Surgeons (291060)	11,344	8,400	2,944	6,830	2,140	195	75	245	110	1,130	619
Secretaries & Administrative Assistants (436000)	53,283	1,463	51,820	1,155	44,750	120	3,800	70	2,330	118	940
Office & Admin. Support Worker, All Others (439199)	6,451	1,913	4,538	1,610	3,690	170	465	65	265	68	118
TOTAL	201,280	81,514	119,766	69,310	100,015	3,576	9,061	2,646	6,074	5,982	4,616
%	100.00	40.498	59.502	34.435	49.689	1.777	4.502	1.315	3.018	2.972	2.293
CT Unemployment Data -3rd Quarter 2016											
Operations Specialties Managers (SOC Code 11.30)	633	331	302	256	212	32	40	29	39	14	11
Business & Financial Operations Occupations (SOC Code 13)	1,373	645	728	474	510	86	117	49	60	36	41
Computer Specialists (SOC Code 15.10)	952	688	264	461	174	93	47	71	19	63	24
Physical, & Social Science Occupations (SOC Code 19)	245	122	123	90	74	14	21	8	14	10	14
Counselors, Social Workers, Other Cmnty./Soc.Svcs Workers (SOC 21.10)	803	225	578	106	241	75	235	41	96	3	6
Librarian, Curators & Archivists (SOC Code 25.40)	23	8	15	6	13	1	2	1	0	0	0
Other Education, Training & Library Occupations (SOC Code 25.90)	280	44	236	27	109	13	67	4	52	0	8
Media & Communication Workers (SOC Code 27.30)	123	59	64	49	53	5	5	3	5	2	1
Media & Communication Equipment Workers (SOC Code 27.40)	64	46	18	33	15	6	1	6	2	1	0
Healthcare Practitioners & Technical Occupations (SOC Code 29)	964	190	774	118	475	34	150	22	119	16	30

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

3-Nonteaching Professional

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE
Secretaries & Administrative Assistants (SOC Code 43.60)	919	51	868	28	567	10	158	12	130	1	13
Other Office & Administrative Support Workers (SOC Code 43.90)	898	194	704	102	424	40	138	39	129	13	13
TOTAL	7,277	2,603	4,674	1750	2867	409	981	285	665	159	161
%	100.00	35.770	64.230	24.048	39.398	5.620	13.481	3.916	9.138	2.185	2.212

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY:

7-Maintenance/Service

TITLE:

Protective Services - All Other Titles

LMA:

Connecticut

CAMPUS:

Total University

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	91.9	0.75	68.9	8.1	0.75	6.1	77.2	0.75	57.9	6.1	0.75	4.6	7.2	0.75	5.4	1.1	0.75	0.8
Promotional Pool	84.6	0.25	21.2	15.4	0.25	3.8	69.2	0.25	17.3	12.8	0.25	3.2	7.7	0.25	1.9	0.0	0.25	0.0
FINAL AVAIL. FACTOR			90.1			9.9			75.2			7.8			7.3			0.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	6.3	0.75	4.7	0.5	0.75	0.4	1.1	0.75	0.8	0.5	0.75	0.4						
Promotional Pool	5.1	0.25	1.3	0.0	0.25	0.0	2.6	0.25	0.7	2.6	0.25	0.7						
FINAL AVAIL. FACTOR			6.0			0.4			1.5			1.1						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	75% Hiring done from the employed pool of candidates
Promotional Pool	Promotions filled from positions within the University	25% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Protective Services

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000 - Statewide											
First-Line Super./Mgr.,Protective Serv. Workers (331000)	3,882	3,441	441	2,870	319	345	49	184	29	42	44
Fire Fighting & Prevention Workers (332000)	4,143	4,068	75	3,435	75	289	0	314	0	30	0
Detectives & Criminal Investigators (333021)	1,204	970	234	820	165	35	50	85	19	30	0
TOTAL	9,229	8,479	750	7,125	559	669	99	583	48	102	44
%	100.00	91.873	8.127	77.202	6.057	7.249	1.073	6.317	0.520	1.105	0.477
Promotional Pool											
Employees in Police Officer Titles	39	33	6	27	5	3	0	2	0	1	1
TOTAL	39	33	6	27	5	3	0	2	0	1	1
%	100.00	84.615	15.385	69.231	12.821	7.692	0.000	5.128	0.000	2.564	2.564

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Protective Services - Police Officer
 CAMPUS: Total University

LMA: Connecticut

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	88.8	0.50	44.4	11.2	0.50	5.6	73.6	0.50	36.8	8.2	0.50	4.1	7.6	0.50	3.8	1.2	0.50	0.6
Promotional Pool	88.9	0.50	44.4	11.1	0.50	5.6	66.7	0.50	33.4	11.1	0.50	5.6	11.1	0.50	5.6	0.0	0.50	0.0
FINAL AVAIL. FACTOR			88.8			11.2			70.2			9.7			9.4			0.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	6.4	0.50	3.2	1.4	0.50	0.7	1.2	0.50	0.6	0.4	0.50	0.2						
Promotional Pool	11.1	0.50	5.6	0.0	0.50	0.0	0.0	0.50	0.0	0.0	0.50	0.0						
FINAL AVAIL. FACTOR			8.8			0.7			0.6			0.2						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	50% Hiring done from the employed pool of candidates
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions and candidates currently in the Trainee title

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Protective Services - Police Officer

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Total University

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000 - Statewide											
Police Officers (333050)	7,039	6,249	790	5,180	580	535	85	450	100	84	25
TOTAL	7,039	6,249	790	5,180	580	535	85	450	100	84	25
%	100.00	88.777	11.223	73.590	8.240	7.601	1.208	6.393	1.421	1.193	0.355
Promotional Pool											
Employees in Protective Services Trainee Titles	9	8	1	6	1	1	0	1	0	0	0
TOTAL	9	8	1	6	1	1	0	1	0	0	0
%	100.00	88.889	11.111	66.667	11.111	11.111	0.000	11.111	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Administrative Assistant
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.8	0.25	3.2	87.2	0.25	21.8	10.2	0.25	2.6	74.1	0.25	18.5	0.9	0.25	0.2	7.1	0.25	1.8
Unemployment	7.1	0.05	0.4	92.9	0.05	4.6	2.6	0.05	0.1	56.0	0.05	2.8	1.9	0.05	0.1	19.4	0.05	1.0
Promotional Pool	5.3	0.70	3.7	94.7	0.70	66.3	5.3	0.70	3.7	94.7	0.70	66.3	0.0	0.70	0.0	0.0	0.70	0.0
FINAL AVAIL. FACTOR			7.2			92.8			6.4			87.6			0.3			2.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.9	0.25	0.2	4.6	0.25	1.2	0.7	0.25	0.2	1.5	0.25	0.4						
Unemployment	2.3	0.05	0.1	16.2	0.05	0.8	0.3	0.05	0.0	1.3	0.05	0.1						
Promotional Pool	0.0	0.70	0.0	0.0	0.70	0.0	0.0	0.70	0.0	0.0	0.70	0.0						
FINAL AVAIL. FACTOR			0.3			2.0			0.2			0.4						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	25% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	70% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Administrative Assistant

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Super., Office & Admin. Support Workers (431000) Hartford County	6,113	2,144	3,969	1,665	3,340	154	310	175	240	150	79
Super., Office & Admin. Support Workers (431000) Tolland County	987	263	724	245	675	0	35	14	0	4	14
Super., Office & Admin. Support Workers (431000) Windham County	592	164	428	160	420	4	0	0	0	0	8
Secretaries & Administrative Assistants (436000) Hartford County	13,190	460	12,730	360	10,430	50	1,360	35	715	15	225
Secretaries & Administrative Assistants (436000) Tolland County	2,228	70	2,158	60	2,070	0	20	0	40	10	28
Secretaries & Administrative Assistants (436000) Windham County	1,536	42	1,494	30	1,325	4	20	4	130	4	19
TOTAL	24,646	3,143	21,503	2,520	18,260	212	1,745	228	1,125	183	373
%	100.00	12.753	87.247	10.225	74.089	0.860	7.080	0.925	4.565	0.743	1.513
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	30	7	23	1	16	3	3	2	3	1	1
Secretaries & Administrative Assistants (SOC Code 43.60)	243	13	230	5	127	3	57	5	43	0	3
Windham County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	5	0	5	0	5	0	0	0	0	0	0
Secretaries & Administrative Assistants (SOC Code 43.60)	31	2	29	2	25	0	0	0	4	0	0
TOTAL	309	22	287	8	173	6	60	7	50	1	4
%	100.00	7.120	92.880	2.589	55.987	1.942	19.417	2.265	16.181	0.324	1.294
Promotional Pool											
Employees in the Secretary 2 classification.	19	1	18	1	18	0	0	0	0	0	0
TOTAL	19	1	18	1	18	0	0	0	0	0	0
%	100.00	5.263	94.737	5.263	94.737	0.000	0.000	0.000	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Secretary 2
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.8	0.15	1.9	87.3	0.15	13.1	10.2	0.15	1.5	74.1	0.15	11.1	0.9	0.15	0.1	7.1	0.15	1.1
Unemployment	7.1	0.05	0.4	92.9	0.05	4.6	2.6	0.05	0.1	56.0	0.05	2.8	1.9	0.05	0.1	19.4	0.05	1.0
Promotional Pool	0.0	0.80	0.0	100.0	0.80	80.0	0.0	0.80	0.0	100.0	0.80	80.0	0.0	0.80	0.0	0.0	0.80	0.0
FINAL AVAIL. FACTOR			2.3			97.7			1.6			93.9			0.2			2.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.9	0.15	0.1	4.6	0.15	0.7	0.7	0.15	0.1	1.5	0.15	0.2						
Unemployment	2.3	0.05	0.1	16.2	0.05	0.8	0.3	0.05	0.0	1.3	0.05	0.1						
Promotional Pool	0.0	0.80	0.0	0.0	0.80	0.0	0.0	0.80	0.0	0.0	0.80	0.0						
FINAL AVAIL. FACTOR			0.2			1.5			0.1			0.3						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	15% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	80% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Secretary 2

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Super., Office & Admin. Support Workers (431000) Hartford County	6,113	2,144	3,969	1,665	3,340	154	310	175	240	150	79
Super., Office & Admin. Support Workers (431000) Tolland County	987	263	724	245	675	0	35	14	0	4	14
Super., Office & Admin. Support Workers (431000) Windham County	592	164	428	160	420	4	0	0	0	0	8
Secretaries & Administrative Assistants (436000) Hartford County	13,190	460	12,730	360	10,430	50	1,360	35	715	15	225
Secretaries & Administrative Assistants (436000) Tolland County	2,228	70	2,158	60	2,070	0	20	0	40	10	28
Secretaries & Administrative Assistants (436000) Windham County	1,536	42	1,494	30	1,325	4	20	4	130	4	19
TOTAL	24,646	3,143	21,503	2,520	18,260	212	1,745	228	1,125	183	373
%	100.00	12.753	87.247	10.225	74.089	0.860	7.080	0.925	4.565	0.743	1.513
CT Unemployment Data -3rd Quarter 2016											
Hartford County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	30	7	23	1	16	3	3	2	3	1	1
Secretaries & Administrative Assistants (SOC Code 43.60)	243	13	230	5	127	3	57	5	43	0	3
Windham County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	5	0	5	0	5	0	0	0	0	0	0
Secretaries & Administrative Assistants (SOC Code 43.60)	31	2	29	2	25	0	0	0	4	0	0
TOTAL	309	22	287	8	173	6	60	7	50	1	4
%	100.00	7.120	92.880	2.589	55.987	1.942	19.417	2.265	16.181	0.324	1.294
Promotional Pool											
Employees in the Secretary 1 classification.	25	0	25	0	25	0	0	0	0	0	0
TOTAL	25	0	25	0	25	0	0	0	0	0	0
%	100.00	0.000	100.000	0.000	100.000	0.000	0.000	0.000	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Secretary 1
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.8	0.30	3.8	87.2	0.30	26.2	10.2	0.30	3.1	74.1	0.30	22.2	0.9	0.30	0.3	7.1	0.30	2.1
Unemployment	7.1	0.05	0.4	92.9	0.05	4.6	2.6	0.05	0.1	56.0	0.05	2.8	1.9	0.05	0.1	19.4	0.05	1.0
Promotional Pool	5.8	0.65	3.8	94.2	0.65	61.3	3.8	0.65	2.5	86.5	0.65	56.2	0.0	0.65	0.0	7.7	0.65	5.0
FINAL AVAIL. FACTOR			7.9			92.1			5.7			81.2			0.4			8.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.9	0.30	0.3	4.6	0.30	1.4	0.7	0.30	0.2	1.5	0.30	0.5						
Unemployment	2.3	0.05	0.1	16.2	0.05	0.8	0.3	0.05	0.0	1.3	0.05	0.1						
Promotional Pool	1.9	0.65	1.2	0.0	0.65	0.0	0.0	0.65	0.0	0.0	0.65	0.0						
FINAL AVAIL. FACTOR			1.6			2.2			0.2			0.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	30% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	65% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Secretary 1

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Super., Office & Admin. Support Workers (431000) Hartford County	6,113	2,144	3,969	1,665	3,340	154	310	175	240	150	79
Super., Office & Admin. Support Workers (431000) Tolland County	987	263	724	245	675	0	35	14	0	4	14
Super., Office & Admin. Support Workers (431000) Windham County	592	164	428	160	420	4	0	0	0	0	8
Secretaries & Administrative Assistants (436000) Hartford County	13,190	460	12,730	360	10,430	50	1,360	35	715	15	225
Secretaries & Administrative Assistants (436000) Tolland County	2,228	70	2,158	60	2,070	0	20	0	40	10	28
Secretaries & Administrative Assistants (436000) Windham County	1,536	42	1,494	30	1,325	4	20	4	130	4	19
TOTAL	24,646	3,143	21,503	2,520	18,260	212	1,745	228	1,125	183	373
%	100.00	12.753	87.247	10.225	74.089	0.860	7.080	0.925	4.565	0.743	1.513
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	30	7	23	1	16	3	3	2	3	1	1
Secretaries & Administrative Assistants (SOC Code 43.60)	243	13	230	5	127	3	57	5	43	0	3
Windham County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	5	0	5	0	5	0	0	0	0	0	0
Secretaries & Administrative Assistants (SOC Code 43.60)	31	2	29	2	25	0	0	0	4	0	0
TOTAL	309	22	287	8	173	6	60	7	50	1	4
%	100.00	7.120	92.880	2.589	55.987	1.942	19.417	2.265	16.181	0.324	1.294
Promotional Pool											
Employees in the Clerk Typist classification.	12	2	10	1	10	0	0	1	0	0	0
Employees in the Office Assistant classification.	40	1	39	1	35	0	4	0	0	0	0
TOTAL	52	3	49	2	45	0	4	1	0	0	0
%	100.00	5.769	94.231	3.846	86.538	0.000	7.692	1.923	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Office Assistant
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	27.4	0.45	12.3	72.6	0.45	32.7	22.4	0.45	10.1	54.4	0.45	24.5	2.3	0.45	1.0	11.3	0.45	5.1
Unemployment	24.4	0.05	1.2	75.6	0.05	3.8	9.6	0.05	0.5	39.6	0.05	2.0	6.8	0.05	0.3	18.0	0.05	0.9
Promotional Pool	16.7	0.50	8.3	83.3	0.50	41.7	8.3	0.50	4.2	83.3	0.50	41.7	0.0	0.50	0.0	0.0	0.50	0.0
FINAL AVAIL. FACTOR			21.9			78.1			14.8			68.2			1.3			6.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.45	1.2	4.9	0.45	2.2	0.2	0.45	0.1	2.0	0.45	0.9						
Unemployment	5.8	0.05	0.3	16.4	0.05	0.8	2.3	0.05	0.1	1.6	0.05	0.1						
Promotional Pool	8.3	0.50	4.2	0.0	0.50	0.0	0.0	0.50	0.0	0.0	0.50	0.0						
FINAL AVAIL. FACTOR			5.7			3.0			0.2			1.0						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	45% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	50% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:
TITLE:
CAMPUS:

4-Secretarial Clerical
Office Assistant
Storrs

Period Covered: 10/01/15 - 09/30/16

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Office & Admin. Support Workers, All Others (439199) Hartford County	1,712	449	1,263	350	920	40	225	55	100	4	18
Office & Admin. Support Workers, All Others (439199) Tolland County	224	79	145	75	120	4	15	0	0	0	10
Office & Admin. Support Workers, All Others (439199) Windham County	187	54	133	50	115	4	0	0	4	0	14
TOTAL	2,123	582	1,541	475	1,155	48	240	55	104	4	42
%	100.00	27.414	72.586	22.374	54.404	2.261	11.305	2.591	4.900	0.188	1.978
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Other Office & Administrative Support Workers (SOC Code 43.90)	287	72	215	27	107	21	56	17	47	7	5
Windham County											
Other Office & Administrative Support Workers (SOC Code 43.90)	24	4	20	3	16	0	0	1	4	0	0
TOTAL	311	76	235	30	123	21	56	18	51	7	5
%	100.00	24.437	75.563	9.646	39.550	6.752	18.006	5.788	16.400	2.251	1.608
Promotional Pool											
Employees in the Clerk Typist classification	12	2	10	1	10	0	0	1	0	0	0
TOTAL	12	2	10	1	10	0	0	1	0	0	0
%	100.00	16.667	83.333	8.333	83.333	0.000	0.000	8.333	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Clerk Typist
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	18.3	0.85	15.5	81.7	0.85	69.5	14.1	0.85	12.0	64.1	0.85	54.5	1.8	0.85	1.5	9.4	0.85	8.0
Unemployment	24.4	0.10	2.4	75.6	0.10	7.6	9.6	0.10	1.0	39.6	0.10	4.0	6.8	0.10	0.7	18.0	0.10	1.8
Promotional Pool	50.0	0.05	2.5	50.0	0.05	2.5	50.0	0.05	2.5	50.0	0.05	2.5	0.0	0.05	0.0	0.0	0.05	0.0
FINAL AVAIL. FACTOR			20.5			79.5			15.5			61.0			2.2			9.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.8	0.85	1.5	5.5	0.85	4.7	0.6	0.85	0.5	2.8	0.85	2.4						
Unemployment	5.8	0.10	0.6	16.4	0.10	1.6	2.3	0.10	0.2	1.6	0.10	0.2						
Promotional Pool	0.0	0.05	0.0	0.0	0.05	0.0	0.0	0.05	0.0	0.0	0.05	0.0						
FINAL AVAIL. FACTOR			2.1			6.3			0.7			2.6						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	85% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% Lower value weight from unemployed pool of candidates
Promotional	Promotions filled from positions within the University	5% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Clerk Typist

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Office Clerks, General (439061) Hartford County	5,700	880	4,820	625	3,670	110	610	95	365	50	175
Office Clerks, General (439061) Tolland County	998	158	840	125	755	10	20	19	45	4	20
Office Clerks, General (439061) Windham County	603	100	503	100	460	0	15	0	4	0	24
Office & Admin. Support Workers, All Others (439199) Hartford County	1,712	449	1,263	350	920	40	225	55	100	4	18
Office & Admin. Support Workers, All Others (439199) Tolland County	224	79	145	75	120	4	15	0	0	0	10
Office & Admin. Support Workers, All Others (439199) Windham County	187	54	133	50	115	4	0	0	4	0	14
TOTAL	9,424	1,720	7,704	1,325	6,040	168	885	169	518	58	261
%	100.00	18.251	81.749	14.060	64.092	1.783	9.391	1.793	5.497	0.615	2.770
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Other Office & Administrative Support Workers (SOC Code 43.90)	287	72	215	27	107	21	56	17	47	7	5
Windham County											
Other Office & Administrative Support Workers (SOC Code 43.90)	24	4	20	3	16	0	0	1	4	0	0
TOTAL	311	76	235	30	123	21	56	18	51	7	5
%	100.00	24.437	75.563	9.646	39.550	6.752	18.006	5.788	16.399	2.251	1.608
Promotional Pool											
Employees in the Head Clerk classification	1	0	1	0	1	0	0	0	0	0	0
Employees in the Financial Clerk classification	1	1	0	1	0	0	0	0	0	0	0
TOTAL	2	1	1	1	1	0	0	0	0	0	0
%	100.00	50.000	50.000	50.000	50.000	0.000	0.000	0.000	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: Remaining Titles
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	19.3	0.95	18.3	80.7	0.95	76.7	14.9	0.95	14.2	63.9	0.95	60.7	2.3	0.95	2.2	9.1	0.95	8.7
Unemployment	20.8	0.05	1.0	79.2	0.05	4.0	8.6	0.05	0.4	41.2	0.05	2.1	6.6	0.05	0.3	20.7	0.05	1.0
FINAL AVAIL. FACTOR			19.3			80.7			14.6			62.7			2.5			9.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.95	1.2	5.4	0.95	5.1	0.7	0.95	0.7	2.4	0.95	2.3						
Unemployment	4.5	0.05	0.2	16.1	0.05	0.8	1.0	0.05	0.1	1.3	0.05	0.1						
FINAL AVAIL. FACTOR			1.4			5.9			0.8			2.4						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Secretarial Clerical Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000											
Financial Clerks (433000) Hartford County	10,236	1,425	8,811	1,125	7,044	189	927	39	533	72	307
Financial Clerks (433000) Tolland County	1,737	222	1,515	218	1,445	4	30	0	10	0	30
Financial Clerks (433000) Windham County	1,307	109	1,198	105	1,170	0	0	4	4	0	24
Customer Service Rep (434051) Hartford County	7,908	1,989	5,919	1,585	4,360	204	945	140	490	60	124
Customer Service Rep (434051) Tolland County	1,068	320	748	295	705	15	25	0	14	10	4
Customer Service Rep (434051) Windham County	738	145	593	125	570	0	4	20	19	0	0
File Clerks (434071) Hartford County	869	150	719	85	540	40	80	15	80	10	19
File Clerks (434071) Tolland County	203	54	149	50	145	4	4	0	0	0	0
File Clerks (434071) Windham County	85	15	70	15	60	0	10	0	0	0	0
Library Assistants, Clerical (434121) Hartford County	508	48	460	30	330	4	65	14	10	0	55
Library Assistants, Clerical (434121) Tolland County	162	35	127	35	115	0	4	0	4	0	4
Library Assistants, Clerical (434121) Tolland County	49	0	49	0	45	0	4	0	0	0	0
Receptionists & Information Clerks (434171) Hartford County	3,572	195	3,377	105	2,810	55	284	25	250	10	33
Receptionists & Information Clerks (434171) Tolland County	621	39	582	15	560	0	4	14	8	10	10
Receptionists & Information Clerks (434171) Tolland County	424	10	414	0	395	0	15	10	0	0	4
Other Office & Admin. Support Workers (439000) Hartford County	15,691	3,908	11,783	2,804	8,275	595	1,960	336	1,134	173	414
Other Office & Admin. Support Workers (439000) Tolland County	2,280	461	1,819	410	1,629	14	60	29	70	8	60
Other Office & Admin. Support Workers (439000) Windham County	1,280	258	1,022	240	923	4	19	10	22	4	58
TOTAL	48,738	9,383	39,355	7,242	31,121	1,128	4,440	656	2,648	357	1,146
%	100.00	19.252	80.748	14.859	63.854	2.314	9.110	1.346	5.433	0.732	2.351
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Financial Clerks (SOC Code 43.30)	125	22	103	10	67	9	22	1	11	2	3
Information & Record Clerks (SOC Code 43.40)	525	105	420	41	180	37	141	25	93	2	6
Other Office & Administrative Support Workers (SOC Code 43.90)	287	72	215	27	107	21	56	17	47	7	5
Windham County											
Financial Clerks (SOC Code 43.30)	33	2	31	1	24	0	0	1	7	0	0
Information & Record Clerks (43.40)	71	16	55	10	45	3	1	3	9	0	0
Other Office & Administrative Support Workers (SOC Code 43.90)	24	4	20	3	16	0	0	1	4	0	0
TOTAL	1,065	221	844	92	439	70	220	48	171	11	14

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

Secretarial Clerical Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
%	100.00	20.751	79.249	8.638	41.221	6.573	20.657	4.507	16.056	1.033	1.315

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 5-Technical/Paraprofessional
 TITLE: All Titles
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	43.9	0.95	41.7	56.1	0.95	53.3	31.9	0.95	30.3	43.9	0.95	41.7	6.9	0.95	6.6	4.8	0.95	4.6
Unemployment	66.3	0.05	3.3	33.7	0.05	1.7	34.1	0.05	1.7	18.1	0.05	0.9	17.4	0.05	0.9	6.5	0.05	0.3
FINAL AVAIL. FACTOR			45.0			55.0			32.0			42.6			7.5			4.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	3.3	0.95	3.1	4.9	0.95	4.7	1.9	0.95	1.8	2.5	0.95	2.4						
Unemployment	12.4	0.05	0.6	7.8	0.05	0.4	2.5	0.05	0.1	1.3	0.05	0.1						
FINAL AVAIL. FACTOR			3.7			5.1			1.9			2.5						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

5 - Technical Paraprofessional

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Computer Operators (439011) Hartford County	1,482	808	674	550	445	165	115	54	85	39	29
Computer Operators (439011) Tolland County	145	50	95	50	85	0	0	0	0	0	10
Computer Operators (439011) Windham County	55	20	35	20	35	0	0	0	0	0	0
Animal Care & Service Workers (392000) Hartford County	440	106	334	59	295	10	0	29	25	8	14
Animal Care & Service Workers (392000) Tolland County	134	35	99	35	85	0	4	0	0	0	10
Animal Care & Service Workers (392000) Windham County	85	10	75	10	75	0	0	0	0	0	0
Procurement Clerks (433061) Hartford County	148	75	73	75	55	0	4	0	14	0	0
Procurement Clerks (433061) Tolland County	35	10	25	10	25	0	0	0	0	0	0
Procurement Clerks (433061) Windham County	15	0	15	0	15	0	0	0	0	0	0
TOTAL	2,539	1,114	1,425	809	1,115	175	123	83	124	47	63
%	100.00	43.876	56.124	31.863	43.915	6.892	4.844	3.269	4.884	1.851	2.481
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Computer & Mathematical Occupations (SOC Code 15)	231	154	77	113	47	16	18	11	4	14	8
Animal Care & Service Workers (SOC Code 39.20)	8	3	5	2	5	1	0	0	0	0	0
Material Recording, Scheduling, Dispatch & Distr Workers (SOC Code 43.50)	436	289	147	105	67	111	32	69	46	4	2
Windham County											
Computer & Mathematical Occupations (SOC Code 15)	13	10	3	8	3	0	0	1	0	1	0
Animal Care & Service Workers (SOC Code 39.20)	4	1	3	0	3	1	0	0	0	0	0
Material Recording, Scheduling, Dispatch & Distr Workers (SOC Code 43.50)	80	55	25	35	15	5	0	15	10	0	0
TOTAL	772	512	260	263	140	134	50	96	60	19	10
%	100.00	66.321	33.679	34.067	18.135	17.358	6.477	12.435	7.772	2.461	1.295

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 6-Qualified Craft Worker
 TITLE: All Titles
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	98.3	0.65	63.9	1.7	0.65	1.1	84.4	0.65	54.9	1.4	0.65	0.9	5.3	0.65	3.5	0.1	0.65	0.1
Unemployment	95.3	0.10	9.5	4.7	0.10	0.5	59.3	0.10	5.9	2.0	0.10	0.2	15.1	0.10	1.5	1.0	0.10	0.1
Promotional Pool	82.9	0.25	20.7	17.1	0.25	4.3	73.2	0.25	18.3	17.1	0.25	4.3	4.9	0.25	1.2	0.0	0.25	0.0
FINAL AVAIL. FACTOR			94.1			5.9			79.1			5.4			6.2			0.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	5.7	0.65	3.7	0.1	0.65	0.1	2.8	0.65	1.8	0.1	0.65	0.1						
Unemployment	19.4	0.10	1.9	1.7	0.10	0.2	1.5	0.10	0.2	0.0	0.10	0.0						
Promotional Pool	4.9	0.25	1.2	0.0	0.25	0.0	0.0	0.25	0.0	0.0	0.25	0.0						
FINAL AVAIL. FACTOR			6.8			0.3			2.0			0.1						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	65% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	25% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

6 - Qualified Craft Worker

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Carpenters (472031) Hartford County	3439	3394	45	2,885	35	155	0	255	0	99	10
Carpenters (472031) Tolland County	873	869	4	855	4	4	0	0	0	10	0
Carpenters (472031) Windham County	959	945	14	880	10	15	0	30	0	20	4
Electricians (472111) Hartford County	1620	1605	15	1,385	15	110	0	85	0	25	0
Electricians (472111) Tolland County	515	505	10	495	10	0	0	10	0	0	0
Electricians (472111) Windham County	420	420	0	410	0	0	0	0	0	10	0
Painters, Construction & Maintenance (472141) Hartford County	1507	1403	104	975	80	110	10	250	10	68	4
Painters, Construction & Maintenance (472141) Tolland County	225	225	0	215	0	0	0	10	0	0	0
Painters, Construction & Maintenance (472141) Windham County	225	210	15	190	15	0	0	0	0	20	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150) Hartford County	1,220	1,205	15	1,040	15	80	0	40	0	45	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150) Tolland County	380	380	0	350	0	0	0	10	0	20	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150) Windham County	235	225	10	200	10	0	0	10	0	15	0
Heating, AC, & Refrig. Mechs & Installers (499021) Hartford County	847	843	4	775	0	50	4	4	0	14	0
Heating, AC, & Refrig. Mechs & Installers (499021) Tolland County	125	110	15	110	15	0	0	0	0	0	0
Heating, AC, & Refrig. Mechs & Installers (499021) Windham County	59	59	0	55	0	0	0	4	0	0	0
Veh. & Mobile Equip. Mechs. Installers (493000) Hartford County	4966	4894	72	3,840	49	509	8	392	15	153	0
Veh. & Mobile Equip. Mechs. Installers (493000) Tolland County	1018	1003	15	979	15	8	0	0	0	16	0
Veh. & Mobile Equip. Mechs. Installers (493000) Windham County	906	906	0	860	0	0	0	20	0	26	0
Locksmiths & Safe Repairers (499094) Hartford County	28	24	4	20	4	0	0	0	0	4	0
Locksmiths & Safe Repairers (499094) Tolland County	15	15	0	15	0	0	0	0	0	0	0
Locksmiths & Safe Repairers (499094) Windham County	4	4	0	4	0	0	0	0	0	0	0
TOTAL	19586	19244	342	16,538	277	1,041	22	1,120	25	545	18
%	100.00	98.254	1.746	84.438	1.414	5.315	0.112	5.718	0.128	2.783	0.092
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Installation, Maintenance & Repair Occupations (SOC Code 49)	274	254	20	139	9	50	7	61	4	4	0
Construction Trades Workers (SOC Code 47.20)	352	345	7	209	4	63	0	68	3	5	0
Windham County											
Installation, Maintenance & Repair Occupations (SOC Code 49)	64	60	4	42	0	5	0	11	4	2	0
Construction Trades Workers (SOC Code 47.20)	93	87	6	74	3	0	1	12	2	1	0

AVAILABILITY ANALYSIS

September 30, 2016

TOTAL	783	746	37	464	16	118	8	152	13	12	0
%	100.00	95.275	4.725	59.259	2.043	15.070	1.022	19.413	1.660	1.533	0.000

Promotional Pool											
Employees in the General Trade Worker Classification	41	34	7	30	7	2	0	2	0	0	0
TOTAL	41	34	7	30	7	2	0	2	0	0	0
%	100.00	82.927	17.073	73.171	17.073	4.878	0.000	4.878	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: General Trade Worker
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	97.3	0.40	38.9	2.7	0.40	1.1	80.2	0.40	32.1	2.7	0.40	1.1	8.6	0.40	3.4	0.0	0.40	0.0
Unemployment	94.0	0.05	4.7	6.0	0.05	0.3	60.4	0.05	3.0	3.0	0.05	0.2	14.2	0.05	0.7	0.7	0.05	0.0
Promotional Pool	100.0	0.55	55.0	0.0	0.55	0.0	83.3	0.55	45.8	0.0	0.55	0.0	0.0	0.55	0.0	0.0	0.55	0.0
FINAL AVAIL. FACTOR			98.6			1.4			80.9			1.3			4.1			0.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.5	0.40	3.0	0.0	0.40	0.0	1.0	0.40	0.4	0.0	0.40	0.0						
Unemployment	18.7	0.05	0.9	2.2	0.05	0.1	0.7	0.05	0.0	0.0	0.05	0.0						
Promotional Pool	16.7	0.55	9.2	0.0	0.55	0.0	0.0	0.55	0.0	0.0	0.55	0.0						
FINAL AVAIL. FACTOR			13.1			0.1			0.4			0.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	40% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University	55% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

General Trades Worker

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Helpers, Construction Trades (473000) Hartford County	75	75	0	45	0	10	0	20	0	0	0
Helpers, Construction Trades (473000) Tolland County	4	0	4	0	4	0	0	0	0	0	0
Helpers, Construction Trades (473000) Windham County	20	20	0	20	0	0	0	0	0	0	0
Construction & Building Inspectors (474011) Hartford County	244	234	10	185	10	35	0	4	0	10	0
Construction & Building Inspectors (474011)Tolland County	60	60	0	60	0	0	0	0	0	0	0
Construction & Building Inspectors (474011) Windham County	19	15	4	15	4	0	0	0	0	0	0
Hazardous Materials Removal Workers (474041) Hartford County	74	74	0	40	0	4	0	30	0	0	0
Hazardous Materials Removal Workers (474041) Tolland County	15	15	0	15	0	0	0	0	0	0	0
Hazardous Materials Removal Workers (474041) Windham County	0	0	0	0	0	0	0	0	0	0	0
Highway Maintenance Workers (474051) Hartford County	240	240	0	195	0	25	0	20	0	0	0
Highway Maintenance Workers (474051) Tolland County	30	30	0	30	0	0	0	0	0	0	0
Highway Maintenance Workers (474051) Windham County	115	105	10	105	10	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Hartford County	15	15	0	15	0	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Tolland County	15	15	0	15	0	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Windham County	0	0	0	0	0	0	0	0	0	0	0
Misc. Construction & Rel. Workers (474090) Hartford County	84	84	0	65	0	15	0	4	0	0	0
Misc. Construction & Rel. Workers (474090) Tolland County	20	20	0	20	0	0	0	0	0	0	0
Misc. Construction & Rel. Workers (474090) Windham County	4	4	0	4	0	0	0	0	0	0	0
TOTAL	1,034	1,006	28	829	28	89	0	78	0	10	0
%	100.00	97.292	2.708	80.174	2.708	8.607	0.000	7.544	0.000	0.967	0.000
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Helpers, Construction Trades (SOC Code 47.30)	83	78	5	53	2	10	1	14	2	1	0
Other Construction & Related Occupations (SOC Code 47.40)	34	32	2	15	1	8	0	9	1	0	0
Windham County											
Helpers, Construction Trades (SOC Code 47.30)	16	15	1	12	1	1	0	2	0	0	0
Other Construction & Related Occupations (SOC Code 47.40)	1	1	0	1	0	0	0	0	0	0	0
TOTAL	134	126	8	81	4	19	1	25	3	1	0
%	100.00	94.030	5.970	60.448	2.985	14.179	0.746	18.657	2.239	0.746	0.000

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

General Trades Worker

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Promotional Pool											
Employees in the Skilled Maintainer classification	6	6	0	5	0	0	0	1	0	0	0
TOTAL	6	6	0	5	0	0	0	1	0	0	0
%	100.00	100.000	0.000	83.333	0.000	0.000	0.000	16.667	0.000	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Lead Custodian
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Promotional Pool	59.9	1.00	59.9	40.1	1.00	40.1	24.5	1.00	24.5	16.3	1.00	16.3	3.4	1.00	3.4	2.0	1.00	2.0
FINAL AVAIL. FACTOR			59.9			40.1			24.5			16.3			3.4			2.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Promotional Pool	32.0	1.00	32.0	20.4	1.00	20.4	0.0	1.00	0.0	1.4	1.00	1.4						
FINAL AVAIL. FACTOR			32.0			20.4			0.0			1.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Promotional	Employees in the Custodian classification are eligible for promotion into this category.	100% Positions are filled by employees in the Custodian classification.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Lead Custodian

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Promotional Pool											
Employees in the Custodian classification.	147	88	59	36	24	5	3	47	30	0	2
TOTAL	147	88	59	36	24	5	3	47	30	0	2
%	100.00	59.864	40.136	24.490	16.327	3.401	2.041	31.973	20.408	0.000	1.361

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Custodian
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	68.3	0.95	64.8	31.7	0.95	30.2	46.6	0.95	44.3	18.1	0.95	17.2	7.5	0.95	7.1	4.8	0.95	4.6
Unemployment	57.3	0.05	2.9	42.7	0.05	2.1	22.2	0.05	1.1	13.3	0.05	0.7	9.3	0.05	0.5	10.5	0.05	0.5
FINAL AVAIL. FACTOR			67.7			32.3			45.4			17.9			7.6			5.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	12.2	0.95	11.6	7.5	0.95	7.1	2.0	0.95	1.9	1.4	0.95	1.3						
Unemployment	25.8	0.05	1.3	18.5	0.05	0.9	0.0	0.05	0.0	0.4	0.05	0.0						
FINAL AVAIL. FACTOR			12.9			8.0			1.9			1.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	95% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	5% Lower value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Custodian

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Bldg & Grounds Cleaning & Maint. Occs (370001) Hartford County	12,519	8,476	4,043	5,190	2,029	1,174	765	1,830	1,075	282	174
Bldg & Grounds Cleaning & Maint. Occs (370001) Tolland County	1,808	1,352	456	1,255	434	20	8	59	14	18	0
Bldg & Grounds Cleaning & Maint. Occs (370001) Windham County	2,009	1,323	686	1,165	494	29	4	109	139	20	49
TOTAL	16,336	11,151	5,185	7,610	2,957	1,223	777	1,998	1,228	320	223
%	100.00	68.260	31.740	46.584	18.101	7.487	4.756	12.231	7.517	1.959	1.365
CT Unemployment Data -3rd Quarter 2016											
Hartford County											
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	195	116	79	43	14	23	26	50	38	0	1
Windham County											
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	53	26	27	12	19	0	0	14	8	0	0
TOTAL	248	142	106	55	33	23	26	64	46	0	1
%	100.00	57.258	42.742	22.177	13.306	9.274	10.484	25.806	18.548	0.000	0.403

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Remaining Titles
 CAMPUS: Storrs

LMA: Hartford & Windham

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	73.8	0.60	44.3	26.2	0.60	15.7	55.1	0.60	33.0	16.3	0.60	9.8	6.4	0.60	3.8	3.3	0.60	2.0
Unemployment	60.3	0.10	6.0	39.7	0.10	4.0	26.2	0.10	2.6	18.9	0.10	1.9	13.6	0.10	1.4	8.2	0.10	0.8
Promotional Pool	63.0	0.30	18.9	37.0	0.30	11.1	34.2	0.30	10.3	18.3	0.30	5.5	3.7	0.30	1.1	1.8	0.30	0.5
FINAL AVAIL. FACTOR			69.2			30.8			45.9			17.2			6.3			3.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	10.1	0.60	6.1	5.4	0.60	3.2	2.2	0.60	1.3	1.1	0.60	0.7						
Unemployment	18.9	0.10	1.9	11.8	0.10	1.2	1.6	0.10	0.2	0.9	0.10	0.1						
Promotional Pool	25.1	0.30	7.5	15.1	0.30	4.5	0.0	0.30	0.0	1.8	0.30	0.5						
FINAL AVAIL. FACTOR			15.5			8.9			1.5			1.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	60% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% Lower value weight from unemployed pool of candidates
Promotional Pool	Promotions filled from positions within the University (see attached worksheet of job titles used)	30% Based on the history of promotions

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000											
Bldg & Grounds Cleaning & Maint. Occs (370001) Hartford County	12,519	8,476	4,043	5,190	2,029	1,174	765	1,830	1,075	282	174
Bldg & Grounds Cleaning & Maint. Occs (370001) Tolland County	1,808	1,352	456	1,255	434	20	8	59	14	18	0
Bldg & Grounds Cleaning & Maint. Occs (370001) Windham County	2,009	1,323	686	1,165	494	29	4	109	139	20	49
Helpers, Construction Trades (473000) Hartford County	75	75	0	45	0	10	0	20	0	0	0
Helpers, Construction Trades (473000) Tolland County	4	0	4	0	4	0	0	0	0	0	0
Helpers, Construction Trades (473000) Windham County	20	20	0	20	0	0	0	0	0	0	0
Construction & Building Inspectors (474011) Hartford County	244	234	10	185	10	35	0	4	0	10	0
Construction & Building Inspectors (474011)Tolland County	60	60	0	60	0	0	0	0	0	0	0
Construction & Building Inspectors (474011) Windham County	23	19	4	15	4	0	0	0	0	4	0
Hazardous Materials Removal Workers (474041) Hartford County	74	74	0	40	0	4	0	30	0	0	0
Hazardous Materials Removal Workers (474041) Tolland County	15	15	0	15	0	0	0	0	0	0	0
Hazardous Materials Removal Workers (474041) Windham County	0	0	0	0	0	0	0	0	0	0	0
Highway Maintenance Workers (474051) Hartford County	240	240	0	195	0	25	0	20	0	0	0
Highway Maintenance Workers (474051) Tolland County	30	30	0	30	0	0	0	0	0	0	0
Highway Maintenance Workers (474051) Windham County	115	105	10	105	10	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Hartford County	15	15	0	15	0	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Tolland County	15	15	0	15	0	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071) Windham County	0	0	0	0	0	0	0	0	0	0	0
Misc. Construction & Rel. Workers (474090) Hartford County	84	84	0	65	0	15	0	4	0	0	0
Misc. Construction & Rel. Workers (474090) Tolland County	20	20	0	20	0	0	0	0	0	0	0
Misc. Construction & Rel. Workers (474090) Windham County	4	4	0	4	0	0	0	0	0	0	0
Agricultural Workers (452000) Hartford County	689	405	284	195	205	15	0	185	79	10	0
Agricultural Workers (452000) Tolland County	199	134	65	130	65	0	0	4	0	0	0
Agricultural Workers (452000) Windham County	438	250	188	120	134	0	0	120	35	10	19
Supervisors, Food Prep. & Serv Workers (351000) Hartford County	2,563	1,684	879	1,200	580	175	110	175	125	134	64
Supervisors, Food Prep. & Serv Workers (351000) Tolland County	447	249	198	235	190	0	4	10	0	4	4
Supervisors, Food Prep. & Serv Workers (351000) Windham County	356	197	159	165	155	10	0	14	4	8	0
Super., Construction & Extraction Workers (471000) Hartford County	2,133	2,083	50	1,890	50	85	0	80	0	28	0
Super., Construction & Extraction Workers (471000) Tolland County	614	610	4	550	4	0	0	45	0	15	0
Super., Construction & Extraction Workers (471000) Windham County	340	340	0	325	0	0	0	0	0	15	0
Super. Of Installation, Maint., & Repair Wrks (491000) Hartford County	853	794	59	670	55	85	4	35	0	4	0

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Super. Of Installation, Maint., & Repair Wrkrs (491000) Tolland County	279	264	15	250	15	0	0	4	0	10	0
Super. Of Installation, Maint., & Repair Wrkrs (491000) Windham County	145	145	0	145	0	0	0	0	0	0	0
Plant & Systems Operators (518000) Hartford County	513	509	4	430	4	55	0	0	0	24	0
Plant & Systems Operators (518000) Tolland County	123	123	0	119	0	4	0	0	0	0	0
Plant & Systems Operators (518000) Windham County	113	113	0	105	0	0	0	4	0	4	0
TOTAL	27,179	20,061	7,118	14,968	4,442	1,741	895	2,752	1,471	600	310
%	100.00	73.811	26.189	55.072	16.344	6.406	3.293	10.125	5.412	2.208	1.141
CT Unemployment Data -3rd Quarter 2016											
Hartford County											
Food Preparation & Serving Related Occupations (SOC Code 35)	510	273	237	91	110	94	57	74	63	14	7
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	195	116	79	43	14	23	26	50	38	0	1
Agricultural Workers (SOC Code 45.20)	14	13	1	4	0	1	0	8	1	0	0
Supervisors, Construction & Extraction Workers (SOC Code 47.10)	12	12	0	11	0	0	0	1	0	0	0
Helpers, Construction Trades (SOC Code 47.30)	83	78	5	53	2	10	1	14	2	1	0
Other Construction & Related Occupations (SOC Code 47.40)	34	32	2	15	1	8	0	9	1	0	0
Supervisors of Installation, Maintenance, & Repair Workers (SOC Code 49.10)	1	1	0	1	0	0	0	0	0	0	0
Plant & Systems Operators (SOC Code 51.80)	3	3	0	0	0	1	0	2	0	0	0
Windham County											
Food Preparation & Serving Related Occupations (SOC Code 35)	106	47	59	29	49	4	2	12	7	2	1
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	53	26	27	12	19	0	0	14	8	0	0
Agricultural Workers (SOC Code 45.20)	18	14	4	2	1	0	0	12	3	0	0
Supervisors, Construction & Extraction Workers (SOC Code 47.10)	2	0	2	0	2	0	0	0	0	0	0
Helpers, Construction Trades (SOC Code 47.30)	16	15	1	12	1	1	0	2	0	0	0
Other Construction & Related Occupations (SOC Code 47.40)	1	1	0	1	0	0	0	0	0	0	0
Supervisors of Installation, Maintenance, & Repair Workers (SOC Code 49.10)	3	2	1	2	0	0	0	0	1	0	0
Plant & Systems Operators (SOC Code 51.80)	2	2	0	0	0	1	0	1	0	0	0
TOTAL	1,053	635	418	276	199	143	86	199	124	17	9
%	100.00	60.304	39.696	26.211	18.898	13.580	8.167	18.898	11.776	1.614	0.855
Promotional Pool											
Employees in the Lead Custodian Classification	31	16	15	9	9	1	1	6	3	0	2

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Storrs

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employees in the Custodian Classification	147	88	59	36	24	5	3	47	30	0	2
Employees in the General Trade Worker Classification	41	34	7	30	7	2	0	2	0	0	0
TOTAL	219	138	81	75	40	8	4	55	33	0	4
%	100.00	63.014	36.986	34.247	18.265	3.653	1.826	25.114	15.068	0.000	1.826

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: All Titles
 CAMPUS: Hartford

LMA: Hartford

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	18.2	0.90	16.3	81.8	0.90	73.7	13.4	0.90	12.1	63.2	0.90	56.9	2.2	0.90	2.0	10.4	0.90	9.4
Unemployment	16.4	0.10	1.6	83.6	0.10	8.4	5.9	0.10	0.6	44.6	0.10	4.5	4.8	0.10	0.5	20.7	0.10	2.1
FINAL AVAIL. FACTOR			18.0			82.0			12.7			61.4			2.5			11.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.6	0.90	1.4	6.0	0.90	5.4	1.0	0.90	0.9	2.2	0.90	2.0						
Unemployment	4.3	0.10	0.4	16.6	0.10	1.7	1.4	0.10	0.1	1.6	0.10	0.2						
FINAL AVAIL. FACTOR			1.8			7.1			1.0			2.2						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data - CT Census 2000 Hartford County											
Secretaries & Administrative Assistants (436000)	13,190	460	12,730	360	10,430	50	1,360	35	715	15	225
Super., Office & Admin. Support Workers (431000)	6,113	2,144	3,969	1,665	3,340	154	310	175	240	150	79
Other Office & Admin. Support Workers (439000)	15,691	3,908	11,783	2,804	8,275	595	1,960	336	1,134	173	414
Office Clerks, General (439061)	5,700	880	4,820	625	3,670	110	610	95	365	50	175
TOTAL	40,694	7,392	33,302	5,454	25,715	909	4,240	641	2,454	388	893
%	100.00	18.165	81.835	13.402	63.191	2.234	10.419	1.575	6.030	0.953	2.194
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	30	7	23	1	16	3	3	2	3	1	1
Secretaries & Administrative Assistants (SOC Code 43.60)	243	13	230	5	127	3	57	5	43	0	3
Other Office & Administrative Support Workers (SOC Code 43.90)	287	72	215	27	107	21	56	17	47	7	5
TOTAL	560	92	468	33	250	27	116	24	93	8	9
%	100.00	16.429	83.571	5.893	44.643	4.821	20.714	4.286	16.607	1.429	1.607

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 6-Qualified Craft Worker

TITLE: All Titles

LMA: Hartford

CAMPUS: Hartford

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	97.3	0.90	87.6	2.7	0.90	2.4	80.3	0.90	72.3	2.2	0.90	2.0	6.7	0.90	6.0	0.3	0.90	0.3
Unemployment	95.7	0.10	9.6	4.3	0.10	0.4	55.6	0.10	5.6	2.1	0.10	0.2	18.1	0.10	1.8	1.1	0.10	0.1
FINAL AVAIL. FACTOR			97.1			2.9			77.9			2.2			7.8			0.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.3	0.90	6.6	0.2	0.90	0.2	3.0	0.90	2.7	0.1	0.90	0.1						
Unemployment	20.6	0.10	2.1	1.1	0.10	0.1	1.4	0.10	0.1	0.0	0.10	0.0						
FINAL AVAIL. FACTOR			8.7			0.3			2.8			0.1						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

6-Qualified Craft Worker

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Hartford County											
Heating, AC, & Refrig. Mechs & Installers (499021)	847	843	4	775	0	50	4	4	0	14	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,220	1,205	15	1,040	15	80	0	40	0	45	0
Painters, Construction & Maintenance (472141)	1,507	1,403	104	975	80	110	10	250	10	68	4
Electricians (472111)	1,620	1,605	15	1,385	15	110	0	85	0	25	0
Locksmiths & Safe Repairers (499094)	28	24	4	20	4	0	0	0	0	4	0
TOTAL	5,222	5,080	142	4,195	114	350	14	379	10	156	4
%	100.00	97.281	2.719	80.333	2.183	6.702	0.268	7.258	0.191	2.987	0.077
CT Unemployment Data -3rd Quarter 2016											
Hartford County											
Construction Trades Workers (SOC Code 47.20)	352	345	7	209	4	63	0	68	3	5	0
Installation, Maintenance & Repair Occupations (SOC Code 49)	274	254	20	139	9	50	7	61	4	4	0
TOTAL	626	599	27	348	13	113	7	129	7	9	0
%	100.00	95.687	4.313	55.591	2.077	18.051	1.118	20.607	1.118	1.438	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Remaining Titles
 CAMPUS: Hartford

LMA: Hartford

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	68.8	0.90	62.0	31.2	0.90	28.0	42.6	0.90	38.3	15.7	0.90	14.1	9.5	0.90	8.6	5.9	0.90	5.3
Unemployment	72.4	0.10	7.2	27.6	0.10	2.8	35.6	0.10	3.6	5.4	0.10	0.5	13.1	0.10	1.3	8.7	0.10	0.9
FINAL AVAIL. FACTOR			69.2			30.8			41.9			14.6			9.9			6.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	14.5	0.90	13.1	8.3	0.90	7.5	2.2	0.90	2.0	1.3	0.90	1.2						
Unemployment	23.4	0.10	2.3	13.1	0.10	1.3	0.3	0.10	0.0	0.3	0.10	0.0						
FINAL AVAIL. FACTOR			15.4			8.8			2.0			1.2						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates.

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Hartford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Hartford County											
Bldg & Grounds Cleaning & Maint. Occs (370001)	12,519	8,476	4,043	5,190	2,029	1,174	765	1,830	1,075	282	174
Helpers, Construction Trades (473000)	75	75	0	45	0	10	0	20	0	0	0
Construction & Building Inspectors (474011)	244	234	10	185	10	35	0	4	0	10	0
Hazardous Materials Removal Workers (474041)	74	74	0	40	0	4	0	30	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071)	15	15	0	15	0	0	0	0	0	0	0
Misc. Construction & rel. Workers (474090)	84	84	0	65	0	15	0	4	0	0	0
TOTAL	13,011	8,958	4,053	5,540	2,039	1,238	765	1,888	1,075	292	174
%	100.00	68.849	31.151	42.579	15.671	9.515	5.880	14.511	8.262	2.244	1.337
CT Unemployment Data - 3rd Quarter 2016											
Hartford County											
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	195	116	79	43	14	23	26	50	38	0	1
Helpers, Construction Trades (SOC Code 47.30)	83	78	5	53	2	10	1	14	2	1	0
Other Construction & Related Occupations (SOC Code 47.40)	34	32	2	15	1	8	0	9	1	0	0
TOTAL	312	226	86	111	17	41	27	73	41	1	1
%	100.00	72.436	27.564	35.577	5.449	13.141	8.654	23.397	13.141	0.321	0.321

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: All Titles
 CAMPUS: Avery Point

LMA: New London

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	13.3	0.90	11.9	86.7	0.90	78.1	10.8	0.90	9.7	78.2	0.90	70.4	0.5	0.90	0.5	3.8	0.90	3.4
Unemployment	10.1	0.10	1.0	89.9	0.10	9.0	7.4	0.10	0.7	68.9	0.10	6.9	1.4	0.10	0.1	6.1	0.10	0.6
FINAL AVAIL. FACTOR			12.9			87.1			10.4			77.3			0.6			4.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.90	1.1	2.4	0.90	2.2	0.7	0.90	0.6	2.4	0.90	2.2						
Unemployment	0.7	0.10	0.1	12.8	0.10	1.3	0.7	0.10	0.1	2.0	0.10	0.2						
FINAL AVAIL. FACTOR			1.2			3.5			0.7			2.4						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Avery Point

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 New London County											
Secretaries & Administrative Assistants (436000)	3,432	90	3,342	80	3,030	0	180	0	70	10	62
Super., Office & Admin. Support Workers (431000)	1,514	459	1,055	350	940	15	25	65	45	29	45
Office & Admin. Support Workers, All Others (439199)	552	180	372	165	330	15	4	0	15	0	23
TOTAL	5,498	729	4,769	595	4,300	30	209	65	130	39	130
%	100.00	13.259	86.741	10.822	78.210	0.546	3.801	1.182	2.364	0.709	2.364
CT Unemployment Data - 3rd Quarter 2016											
New London County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	4	0	4	0	3	0	0	0	1	0	0
Secretaries & Administrative Assistants (SOC Code 43.60)	68	2	66	2	52	0	4	0	8	0	2
Other Office & Administrative Support Workers (SOC Code 43.90)	76	13	63	9	47	2	5	1	10	1	1
TOTAL	148	15	133	11	102	2	9	1	19	1	3
%	100.00	10.135	89.865	7.432	68.919	1.351	6.081	0.676	12.838	0.676	2.027

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 5-Technical/Paraprofessional
 TITLE: All Titles
 CAMPUS: Avery Point

LMA: New London

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	59.9	0.90	54.0	40.1	0.90	36.0	52.6	0.90	47.4	32.4	0.90	29.2	0.3	0.90	0.3	1.2	0.90	1.1
Unemployment	48.0	0.10	4.8	52.0	0.10	5.2	44.0	0.10	4.4	44.0	0.10	4.4	4.0	0.10	0.4	0.0	0.10	0.0
FINAL AVAIL. FACTOR			58.8			41.2			51.8			33.6			0.7			1.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.5	0.90	1.4	0.5	0.90	0.5	5.5	0.90	5.0	6.0	0.90	5.4						
Unemployment	0.0	0.10	0.0	4.0	0.10	0.4	0.0	0.10	0.0	4.0	0.10	0.4						
FINAL AVAIL. FACTOR			1.4			0.9			5.0			5.8						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

5-Technical Paraprofessional

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Avery Point

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 New London County											
Life, Physical & Social Science Occs (190001)	2,704	1,621	1,083	1,423	875	8	33	40	14	150	161
TOTAL	2,704	1,621	1,083	1,423	875	8	33	40	14	150	161
%	100.00	59.948	40.052	52.626	32.359	0.296	1.220	1.479	0.518	5.547	5.954
CT Unemployment Data - 3rd Quarter 2016											
<i>New London</i>											
Life, Physical & Social Science Occupations (SOC Code 19)	25	12	13	11	11	1	0	0	1	0	1
TOTAL	25	12	13	11	11	1	0	0	1	0	1
%	100.00	48.000	52.000	44.000	44.000	4.000	0.000	0.000	4.000	0.000	4.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 6-Qualified Craft Worker

TITLE: All Titles

LMA: New London

CAMPUS: Avery Point

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	96.4	0.90	86.8	3.6	0.90	3.2	89.1	0.90	80.2	3.0	0.90	2.7	2.0	0.90	1.8	0.4	0.90	0.4
Unemployment	94.9	0.10	9.5	5.1	0.10	0.5	74.7	0.10	7.5	3.4	0.10	0.3	8.4	0.10	0.8	0.7	0.10	0.1
FINAL AVAIL. FACTOR			96.3			3.7			87.7			3.0			2.6			0.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.90	2.3	0.2	0.90	0.2	2.8	0.90	2.5	0.0	0.90	0.0						
Unemployment	9.8	0.10	1.0	1.0	0.10	0.1	2.0	0.10	0.2	0.0	0.10	0.0						
FINAL AVAIL. FACTOR			3.3			0.3			2.7			0.0						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

6-Qualified Craft Worker

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Avery Point

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 New London County											
Heating, AC, & Refrig. Mechs & Installers (499021)	335	325	10	305	10	0	0	10	0	10	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	688	673	15	665	15	4	0	4	0	0	0
Painters, Construction & Maintenance (472141)	578	529	49	450	35	30	10	20	4	29	0
Electricians (472111)	850	835	15	770	15	15	0	30	0	20	0
Locksmiths & Safe Repairers (499094)	40	40	0	30	0	0	0	0	0	10	0
TOTAL	2,491	2,402	89	2,220	75	49	10	64	4	69	0
%	100.00	96.427	3.573	89.121	3.011	1.967	0.401	2.569	0.161	2.770	0.000
CT Unemployment Data - 3rd Quarter 2016											
New London County											
Construction Trades Workers (SOC Code 47.20)	189	179	10	147	7	15	2	14	1	3	0
Installation, Maintenance & Repair Occupations (SOC Code 49)	107	102	5	74	3	10	0	15	2	3	0
TOTAL	296	281	15	221	10	25	2	29	3	6	0
%	100.00	94.932	5.068	74.662	3.378	8.446	0.676	9.797	1.014	2.027	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Remaining Titles
 CAMPUS: Avery Point

LMA: New London

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	65.3	0.90	58.7	34.7	0.90	31.3	50.9	0.90	45.8	25.7	0.90	23.1	6.5	0.90	5.9	1.7	0.90	1.5
Unemployment	60.4	0.10	6.0	39.6	0.10	4.0	34.2	0.10	3.4	15.3	0.10	1.5	13.5	0.10	1.4	6.3	0.10	0.6
FINAL AVAIL. FACTOR			64.8			35.2			49.2			24.6			7.3			2.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.1	0.90	3.7	4.5	0.90	4.1	3.8	0.90	3.4	2.9	0.90	2.6						
Unemployment	9.9	0.10	1.0	18.0	0.10	1.8	2.7	0.10	0.3	0.0	0.10	0.0						
FINAL AVAIL. FACTOR			4.7			5.9			3.7			2.6						100.2

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Avery Point

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 New London County											
Bldg & Grounds Cleaning & Maint. Occs (370001)	4,817	3,070	1,747	2,340	1,284	328	85	209	229	193	149
Hazardous Materials Removal Workers (474041)	20	20	0	20	0	0	0	0	0	0	0
Septic Tank Serv. & Sewer Pipe Cleaners (474071)	10	10	0	10	0	0	0	0	0	0	0
Misc. Construction & rel. Workers (474090)	29	29	0	25	0	4	0	0	0	0	0
Water Transporrtation Workers (535000)	225	200	25	200	25	0	0	0	0	0	0
TOTAL	5,101	3,329	1,772	2,595	1,309	332	85	209	229	193	149
%	100.00	65.262	34.738	50.872	25.662	6.509	1.666	4.097	4.489	3.784	2.921
CT Unemployment Data - 3rd Quarter 2016											
New London County											
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	101	57	44	31	17	14	7	10	20	2	0
Other Construction & Related Occupations (SOC Code 47.40)	6	6	0	3	0	1	0	1	0	1	0
Water Transportation Workers (SOC Code 53.50)	4	4	0	4	0	0	0	0	0	0	0
TOTAL	111	67	44	38	17	15	7	11	20	3	0
%	100.00	60.360	39.640	34.234	15.315	13.514	6.306	9.910	18.018	2.703	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: All Titles
 CAMPUS: Stamford

LMA: Fairfield

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	15.2	0.90	13.6	84.8	0.90	76.4	11.2	0.90	10.1	67.1	0.90	60.4	2.0	0.90	1.8	8.7	0.90	7.8
Unemployment	11.5	0.10	1.2	88.5	0.10	8.9	5.5	0.10	0.6	53.3	0.10	5.3	2.3	0.10	0.2	16.8	0.10	1.7
FINAL AVAIL. FACTOR			14.8			85.2			10.7			65.7			2.0			9.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.1	0.90	1.0	6.0	0.90	5.4	0.9	0.90	0.8	3.0	0.90	2.7						
Unemployment	2.8	0.10	0.3	16.8	0.10	1.7	1.0	0.10	0.1	1.8	0.10	0.2						
FINAL AVAIL. FACTOR			1.3			7.1			0.9			2.9						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Stamford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Stamford/Norwalk											
Secretaries & Administrative Assistants (436000)	5,395	190	5,205	135	4,215	30	455	10	375	15	160
Super., Office & Admin. Support Workers (431000)	2,250	750	1,500	530	1,140	110	195	70	100	40	65
Office & Admin. Support Workers, All Others (439199)	800	340	460	280	315	25	85	10	35	25	25
TOTAL	8,445	1,280	7,165	945	5,670	165	735	90	510	80	250
%	100.00	15.157	84.843	11.190	67.140	1.954	8.703	1.066	6.039	0.947	2.960
CT Unemployment Data - 3rd Quarter 2016											
Fairfield County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	33	6	27	5	17	0	5	1	4	0	1
Secretaries & Administrative Assistants (SOC Code 43.60)	209	7	202	4	136	1	34	1	27	1	5
Other Office & Administrative Support Workers (SOC Code 43.90)	158	33	125	13	60	8	28	9	36	3	1
TOTAL	400	46	354	22	213	9	67	11	67	4	7
%	100.00	11.500	88.500	5.500	53.250	2.250	16.750	2.750	16.750	1.000	1.750

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Services
 TITLE: Remaining Titles
 CAMPUS: Stamford

LMA: Fairfield

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	62.2	0.90	56.0	37.7	0.90	34.0	23.9	0.90	21.5	7.9	0.90	7.1	5.2	0.90	4.7	6.3	0.90	5.7
Unemployment	70.0	0.10	7.0	30.0	0.10	3.0	33.3	0.10	3.3	2.8	0.10	0.3	17.8	0.10	1.8	8.3	0.10	0.8
FINAL AVAIL. FACTOR			63.0			37.0			24.8			7.4			6.5			6.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	31.8	0.90	28.6	21.9	0.90	19.7	1.3	0.90	1.2	1.6	0.90	1.4						
Unemployment	18.9	0.10	1.9	17.8	0.10	1.8	0.0	0.10	0.0	1.1	0.10	0.1						
FINAL AVAIL. FACTOR			30.5			21.5			1.2			1.5						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Stamford

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Stamford/Norwalk											
Helpers, Construction Trades (473000)	60	60	0	40	0	0	0	20	0	0	0
Bldg & Grounds Cleaning & Maint. Occs (370001)	7,270	4,501	2,769	1,715	579	384	465	2,310	1,605	92	120
TOTAL	7,330	4,561	2,769	1,755	579	384	465	2,330	1,605	92	120
%	100.00	62.224	37.776	23.943	7.899	5.239	6.344	31.787	21.896	1.255	1.600
CT Unemployment Data - 3rd Quarter 2016											
Fairfield County											
Helpers, Construction Trades (SOC Code 47.30)	53	52	1	32	1	13	0	7	0	0	0
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	127	74	53	28	4	19	15	27	32	0	2
TOTAL	180	126	54	60	5	32	15	34	32	0	2
%	100.00	70.000	30.000	33.333	2.778	17.778	8.333	18.889	17.778	0.000	1.100

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: All Titles
 CAMPUS: Torrington

LMA: Litchfield

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	9.7	0.90	8.8	90.3	0.90	81.2	9.1	0.90	8.2	87.2	0.90	78.5	0.0	0.90	0.0	0.6	0.90	0.5
Unemployment	14.5	0.10	1.4	85.5	0.10	8.6	11.8	0.10	1.2	78.9	0.10	7.9	1.3	0.10	0.1	2.6	0.10	0.3
FINAL AVAIL. FACTOR			10.2			89.8			9.4			86.4			0.1			0.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.5	0.90	0.5	1.8	0.90	1.6	0.2	0.90	0.2	0.7	0.90	0.6						
Unemployment	1.3	0.10	0.1	2.6	0.10	0.3	0.0	0.10	0.0	1.3	0.10	0.1						
FINAL AVAIL. FACTOR			0.6			1.9			0.2			0.7						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Torrington

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Litchfield County											
Super., Office & Admin. Support Workers (431000)	1,215	295	920	275	870	0	10	20	30	0	10
Office & Admin. Support Workers, All Others (439199)	374	95	279	95	275	0	0	0	4	0	0
Secretaries & Administrative Assistants (436000)	2,822	40	2,782	30	2,700	0	15	0	45	10	22
TOTAL	4,411	430	3,981	400	3,845	0	25	20	79	10	32
%	100.00	9.748	90.252	9.068	87.168	0.000	0.567	0.453	1.791	0.227	0.725
CT Unemployment Data - 3rd Quarter 2016											
Litchfield County											
Supervisors of Office & Admin Support Workers (SOC Code 43.10)	4	1	3	1	3	0	0	0	0	0	0
Secretaries & Administrative Assistants (SOC Code 43.60)	38	3	35	2	31	1	1	0	2	0	1
Other Office & Administrative Support Workers (SOC Code 43.90)	34	7	27	6	26	0	1	1	0	0	0
TOTAL	76	11	65	9	60	1	2	1	2	0	1
%	100.00	14.474	85.526	11.842	78.947	1.316	2.632	1.316	2.632	0.000	1.316

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Services
 TITLE: All Titles
 CAMPUS: Torrington

LMA: Litchfield

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	67.8	0.90	61.0	32.2	0.90	29.0	64.3	0.90	57.9	29.3	0.90	26.4	0.4	0.90	0.4	0.1	0.90	0.1
Unemployment	87.0	0.10	8.7	13.0	0.10	1.3	79.6	0.10	8.0	9.3	0.10	0.9	0.0	0.10	0.0	1.9	0.10	0.2
FINAL AVAIL. FACTOR			69.7			30.3			65.9			27.3			0.4			0.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.5	0.90	2.3	1.3	0.90	1.2	0.6	0.90	0.5	1.4	0.90	1.3						
Unemployment	7.4	0.10	0.7	1.9	0.10	0.2	0.0	0.10	0.0	0.0	0.10	0.0						
FINAL AVAIL. FACTOR			3.0			1.4			0.5			1.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Torrington

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000											
Helpers, Construction Trades (473000)	25	25	0	25	0	0	0	0	0	0	0
Bldg & Grounds Cleaning & Maint. Occs (370001)	3,403	2,300	1,103	2,180	1,005	14	4	84	45	22	49
TOTAL	3,428	2,325	1,103	2,205	1,005	14	4	84	45	22	49
%	100.00	67.824	32.176	64.323	29.317	0.408	0.117	2.450	1.313	0.642	1.429
CT Unemployment Data - 3rd Quarter 2016											
Litchfield County											
Helpers, Construction Trades (SOC Code 47.30)	26	26	0	24	0	0	0	2	0	0	0
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	28	21	7	19	5	0	1	2	1	0	0
TOTAL	54	47	7	43	5	0	1	4	1	0	0
%	100.00	87.037	12.963	79.630	9.259	0.000	1.852	7.407	1.852	0.000	0.000

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 4-Secretarial/Clerical
 TITLE: All titles
 CAMPUS: Waterbury

LMA: New Haven

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	3.9	0.90	3.5	96.1	0.90	86.5	3.4	0.90	3.1	85.9	0.90	77.3	0.3	0.90	0.3	4.1	0.90	3.7
Unemployment	13.3	0.10	1.3	86.7	0.10	8.7	8.0	0.10	0.8	51.2	0.10	5.1	2.6	0.10	0.3	20.5	0.10	2.1
FINAL AVAIL. FACTOR			4.9			95.1			3.9			82.4			0.6			5.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.1	0.90	0.1	4.1	0.90	3.7	0.1	0.90	0.1	1.9	0.90	1.7						
Unemployment	2.2	0.10	0.2	13.9	0.10	1.4	0.4	0.10	0.0	1.2	0.10	0.1						
FINAL AVAIL. FACTOR			0.3			5.1			0.1			1.8						100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

4-Secretarial Clerical

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Waterbury

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Waterbury PMSA											
Secretaries & Administrative Assistants (436000)	3,318	34	3,284	20	2,920	10	150	4	145	0	69
Office & Admin. Support Workers, All Others (439199)	318	109	209	105	205	0	0	0	4	4	0
TOTAL	3,636	143	3,493	125	3,125	10	150	4	149	4	69
%	100.00	3.933	96.067	3.438	85.946	0.275	4.125	0.110	4.098	0.110	1.898
CT Unemployment Data - 3rd Quarter 2016											
New Haven County											
Secretaries & Administrative Assistants (SOC Code 43.60)	253	18	235	9	137	5	55	4	41	0	2
Other Office & Administrative Support Workers (SOC Code 43.90)	245	48	197	31	118	8	47	7	28	2	4
TOTAL	498	66	432	40	255	13	102	11	69	2	6
%	100.00	13.253	86.747	8.032	51.205	2.610	20.482	2.209	13.855	0.402	1.205

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 5-Technical/Paraprofessional
 TITLE: All Titles
 CAMPUS: Waterbury

LMA: New Haven

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	24.1	0.90	21.7	75.9	0.90	68.3	16.8	0.90	15.1	62.7	0.90	56.4	3.4	0.90	3.1	6.5	0.90	5.9
Unemployment	26.0	0.10	2.6	74.0	0.10	7.4	13.8	0.10	1.4	35.0	0.10	3.5	7.3	0.10	0.7	22.8	0.10	2.3
FINAL AVAIL. FACTOR			24.3			75.7			16.5			59.9			3.8			8.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.9	0.90	1.7	5.1	0.90	4.6	2.0	0.90	1.8	1.6	0.90	1.4						
Unemployment	3.3	0.10	0.3	14.6	0.10	1.5	1.6	0.10	0.2	1.6	0.10	0.2						
FINAL AVAIL. FACTOR			2.0			6.1			2.0			1.6						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

5-Technical Paraprofessional

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Waterbury

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Waterbury PMSA											
Post Secondary Teachers (251000)	482	244	238	155	210	50	20	4	4	35	4
Other Teachers & Instructors (253000)	424	110	314	90	245	10	50	10	15	0	4
Other Education, Training & Library Occupations (259000)	855	70	785	50	650	0	45	20	70	0	20
TOTAL	1,761	424	1,337	295	1,105	60	115	34	89	35	28
%	100.00	24.077	75.923	16.752	62.748	3.407	6.530	1.931	5.054	1.988	1.590
CT Unemployment Data - 3rd Quarter 2016											
<i>New Haven County</i>											
Post Secondary Teachers (SOC Code 25.10)	32	15	17	6	11	4	4	3	2	2	0
Other Teachers & Instructors (SOC Code 25.30)	23	7	16	5	10	2	4	0	2	0	0
Other Education, Training, & Library Occupations (SOC Code 25.90)	68	10	58	6	22	3	20	1	14	0	2
TOTAL	123	32	91	17	43	9	28	4	18	2	2
%	100.00	26.016	73.984	13.821	34.959	7.317	22.764	3.252	14.634	1.626	1.626

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 6-Qualified Craft Worker
 TITLE: All Titles
 CAMPUS: Waterbury

LMA: New Haven

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	98.5	0.90	88.6	1.5	0.90	1.4	84.4	0.90	76.0	1.0	0.90	0.9	5.5	0.90	5.0	0.5	0.90	0.5
Unemployment	94.9	0.10	9.5	5.1	0.10	0.5	53.5	0.10	5.4	1.4	0.10	0.1	17.8	0.10	1.8	2.2	0.10	0.2
FINAL AVAIL. FACTOR			98.1			1.9			81.4			1.0			6.8			0.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	4.5	0.90	4.1	0.0	0.90	0.0	4.0	0.90	3.6	0.0	0.90	0.0						
Unemployment	22.3	0.10	2.2	1.4	0.10	0.1	1.4	0.10	0.1	0.1	0.10	0.0						
FINAL AVAIL. FACTOR			6.3			0.1			3.7			0.0						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

6-Qualified Craft Worker

TITLE:

All Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Waterbury

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Waterbury PSMA											
Heating, AC, & Refrig. Mechs & Installers (499021)	239	239	0	225	0	4	0	0	0	10	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	525	515	10	465	0	20	10	20	0	10	0
Painters, Construction & Maintenance (472141)	391	387	4	305	4	35	0	19	0	28	0
Locksmiths & Safe Repairers (499094)	20	20	0	20	0	0	0	0	0	0	0
Electricians (472111)	703	688	15	570	15	45	0	45	0	28	0
TOTAL	1,878	1,849	29	1,585	19	104	10	84	0	76	0
%	100.00	98.456	1.544	84.398	1.012	5.538	0.532	4.473	0.000	4.047	0.000
CT Unemployment Data - 3rd Quarter 2016											
New Haven County											
Construction Trade Workers (SOC Code 47.20)	479	457	22	273	4	81	11	98	6	5	1
Installation, Maintenance & Repair Occupations (SOC Code 49)	303	285	18	145	7	58	6	76	5	6	0
TOTAL	782	742	40	418	11	139	17	174	11	11	1
%	100.00	94.885	5.115	53.453	1.407	17.775	2.174	22.251	1.407	1.407	0.128

AVAILABILITY ANALYSIS

September 30, 2016

OCC. CATEGORY: 7-Maintenance/Service
 TITLE: Remaining Titles
 CAMPUS: Waterbury

LMA: New Haven

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	71.8	0.90	64.6	28.2	0.90	25.4	54.7	0.90	49.2	20.3	0.90	18.3	5.9	0.90	5.3	2.6	0.90	2.3
Unemployment	82.3	0.10	8.2	17.7	0.10	1.8	39.2	0.10	3.9	5.1	0.10	0.5	20.4	0.10	2.0	4.2	0.10	0.4
FINAL AVAIL. FACTOR			72.9			27.1			53.1			18.8			7.3			2.7

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	8.6	0.90	7.7	3.5	0.90	3.2	2.6	0.90	2.3	1.8	0.90	1.6						
Unemployment	21.9	0.10	2.2	8.1	0.10	0.8	0.9	0.10	0.1	0.3	0.10	0.0						
FINAL AVAIL. FACTOR			9.9			4.0			2.4			1.6						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	CT Occup Statistics 2000 for EEO & Affirmative Action Planning (see attached worksheet of job titles used)	90% Hiring done from the employed pool of candidates
Unemployment	CT DOL Characteristics of Job Seekers 3rd Quarter 2016 (see attached worksheet of job titles used)	10% value weight from unemployed pool of candidates

AVAILABILITY ANALYSIS

September 30, 2016

AVAILABILITY ANALYSIS WORKSHEET- EMPLOYMENT DATA

OCC. CATEGORY:

7- Service Maintenance

TITLE:

Remaining Titles

Period Covered: 10/01/15 - 09/30/16

CAMPUS:

Waterbury

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISP MALE	HISP FEMALE	OTHER MALE	OTHER FEMALE
Employment Data- CT Census 2000 Waterbury PSMA											
Helpers, Construction Trades (473000)	45	45	0	45	0	0	0	0	0	0	0
Bldg & Grounds Cleaning & Maint. Occs (370001)	3,647	2,521	1,126	1,840	809	239	104	350	139	92	74
Super. Of Installation, Maint., & Repair Wrkrs (491000)	368	349	19	335	15	0	0	0	4	14	0
TOTAL	4,060	2,915	1,145	2,220	824	239	104	350	143	106	74
%	100.00	71.798	28.202	54.680	20.296	5.887	2.562	8.621	3.522	2.611	1.823
CT Unemployment Data - 3rd Quarter 2016											
New Haven County											
Helpers, Construction Trades (SOC Code 47.30)	141	137	4	83	1	24	2	29	1	1	0
Supervisors of Installation, Maintenance, & Repair Workers (SOC Code 49.10)	10	10	0	10	0	0	0	0	0	0	0
Building & Grounds Cleaning & Maintenance Occupations (SOC Code 37)	183	128	55	38	16	44	12	44	26	2	1
TOTAL	334	275	59	131	17	68	14	73	27	3	1
%	100.00	82.335	17.665	39.222	5.090	20.359	4.192	21.856	8.084	0.898	0.299

Article 26.
VACANCIES AND JOB POSTING

26.1

All newly created or vacant existing bargaining unit positions shall be posted on the Human Resources web page for two weeks, with an electronic copy to the UCPEA office. This specifically exempts positions that may be created and filled within a single unit. An UCPEA applicant for a bargaining unit position who meets the stated minimum qualifications and identifies him/herself as a member of the unit on his/her vita shall be granted an interview.

26.2

An employee, upon request, shall be given the status of her/his application or the reason he/she was rejected for a position.

26.3

In no case shall the failure to obtain the position or a disagreement with the reasons for being rejected be grievable or arbitrable under this agreement.

Article 31.
JOB CLASSIFICATION

Neither the appeal procedure described below nor the decision to permit UCPEA equal representation on the Job Classification Committee diminish the Board's prerogatives described in Article 3. The agreement regarding Job Classification does not limit the Board's power to determine for the University what jobs are needed, what the content of a job should be, or how a particular job should be structured.

31.1

Management and the bargaining unit shall have equal representation on the University's Job Classification Committee. Bargaining unit representatives will be selected by the Union.

31.2 Reclassification Process

a. DEFINITION: A job classification analysis may be requested when:
In the opinion of the employee and/or his/her supervisor, job duties have changed to such a degree that the existing classification does not appropriately describe the work that is being done. The change is usually at a higher classification level, but does not eliminate the possibility for lateral changes. The method of classification analysis shall be a job audit performed by specialists in the Department of Human Resources.

b. No job classification request will be considered unless the employee has been consistently performing changed duties for at least two months. An employee may not request an audit of his/her job during his/her probationary year. When an employee

identifies significant changes in his/her job classification, he/she shall meet with his/her supervisor and request that the position be audited. Within four weeks of the initial meeting, the supervisor shall respond by either sending a written request to Human Resources asking that the job change questionnaire be sent to the employee, or notifying the employee that they cannot support reclassifying the position at this time. This does not preclude the initiation of an audit requested by a supervisor or manager without an initial request from an employee, nor does it preclude the removal of duties at any point after a classification specialist or a non-contractual grievance panel determines the changes in duties are at a higher level.

c. Human Resources shall supply the job change questionnaire within one week. The questionnaire will be completed by the employee, reviewed and approved by the supervisory chain, and returned to Human Resources. The employee shall have six weeks to complete his/her part of the questionnaire. The supervisory and managerial review shall be completed within four weeks of receipt from the employee.

d. As soon as practicable following receipt of the job change questionnaire, Human Resources will complete an audit and summarize results in a report. The employee and the manager and/or supervisor will be notified in writing of the audit results. The process within Human Resources shall be completed within 14 weeks.

e. If the audit process reveals that an existing higher-level job classification is appropriate, the first manager outside the bargaining unit shall authorize the change. The effective date of reclassification shall be 60 days prior to the date the job change questionnaire was received in Human Resources. If it is not authorized, the duties identified within the audit report as being at the higher level shall be removed. The employee shall be compensated retroactive 60 days prior to the date the job change questionnaire was received in Human Resources through the date the higher-level duties are removed.

f. If the audit process reveals that the employee's duties are not appropriately classified, and no job description exists, the Department of Human Resources shall prepare a job description to be reviewed and scored by the Job Classification Committee at the next scheduled meeting.

g. If the audit process reveals that the employee is correctly classified, or if the supervisor does not support the employee proceeding with the reclassification process, the employee may appeal under the non-contractual grievance process described in Article 23.3 as amended below.

h. All time limits in 31.2 may be extended by mutual agreement between the UCPEA and the University.

31.3 Reclassification Appeals

- a. Appeals of decisions made under 31.2 shall be processed through the non-contractual grievance process except that the step one response will be considered an audit report prepared by a classification specialist in Human Resources.
- b. Within four weeks of the receipt of the audit results, or the response from the employee's manager not to have the position reclassified at this time, the grievant or the UCPEA may notify the Human Resources designee that she/he wishes to appeal to a non-contractual grievance panel. Two people shall be selected by the process and timelines identified in Article 23.3b.
- c. As part of their investigation, the non-contractual grievance panel selected in accordance with 23.3b shall receive an orientation concerning the University's classification system and shall request that the job be audited by the Department of Human Resources if no audit has previously been conducted. The audit shall take place no later than 21 days after receiving the panel's written request. At their request members of the panel shall be afforded the opportunity to be present during the job audit.

31.4

- d. At step 2 (23.4b) the non-contractual grievance panel shall determine one of the following:
 1. That the employee's duties are properly classified.
 2. That the employee's duties are not properly classified, and a lateral or higher existing job classification is appropriate. In such cases the panel shall specify those duties which justify a lateral or higher classification and recommend that the Provost or appropriate Vice President or their designee carry out one of the following courses of action:
 - a. require Human Resources to place the employee in a lateral or higher existing job classification or
 - b. direct the manager to remove the specific duties which the panel found to be at a lateral or higher level.
 3. That the employee's duties do not appear to fit either his/her current or requested job classification or lateral or higher job classification. In such cases the panel shall specify those duties which do not appear to fit either the current, lateral or higher job classification and shall recommend that the Provost or appropriate Vice President carry out one of the following courses of action:
 - a. require the job classification committee to score the employee's duties or
 - b. direct the manager to remove all specific duties, which the panel found do not appear to fit the current, a lateral or higher job classification.

The Provost or appropriate Vice President or their designee shall decide which of the two courses is appropriate and shall order that it be carried out.

e. This appeal procedure is not available to employees in the following library ranks: University Librarian I, II and III; University Assistant Librarian; University Associate Librarian.

A description of the Job Classification and Equity Analysis Systems shall be available to all employees through the Homer Babbidge and Regional Campus Libraries, as well as on the Human Resources Web Page. All job descriptions will include the total number of points assigned by the Job Classification Committee.

31.5 Temporary Positions

Employees shall not be placed in a position in an acting capacity for more than 18 months unless an active search is in process. The 18 month time limit can be extended by mutual agreement of UCPEA and the University. This time limit does not apply to employees covering for someone on leave of absence, nor does it preclude the negotiation of agreements between the University and UCPEA to address such special issues as departmental reorganizations or training periods, such as may be proposed within the context of career ladders.

31.6

Effective July 1, 2007, if the job classification analysis results in an employee's position being reclassified to a higher level, his/her salary shall be increased to the minimum of the new UCP salary group or by a minimum of \$1,700 for the first UCP salary group change, and \$1,500 for any subsequent UCP salary group change, whichever is greater.

31.7 Reclassification & Equity

Funding shall be available annually to accommodate approved changes in classifications, equity adjustments, and temporary salary increases which result in increased compensation.

**UCPEA Collective Bargaining Agreement between
The University of Connecticut Board of Trustees and The University of Connecticut
Professional Employees Association, Local 3695 AFTCT, AFT, AFL-CIO
Effective July 1, 2011. Expiring June 30, 2016**

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	State of Connecticut	00	00	Total - All Occupations	1	35298	17489	17809	9685	9002	3927	4456	3339	3885	538	466
3rd Quarter 2016	State of Connecticut	11	11	Management Occupations	2	2272	1218	1054	938	732	123	149	111	142	46	31
3rd Quarter 2016	State of Connecticut	11	11.10	Top Executives	3	330	191	139	146	101	18	18	16	17	11	3
3rd Quarter 2016	State of Connecticut	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	444	250	194	218	152	10	19	19	18	3	5
3rd Quarter 2016	State of Connecticut	11	11.30	Operations Specialties Managers	3	633	331	302	256	212	32	40	29	39	14	11
3rd Quarter 2016	State of Connecticut	11	11.90	Other Management Occupations	3	853	438	415	313	265	61	71	46	67	18	12
3rd Quarter 2016	State of Connecticut	13	13	Business & Financial Operations Occupations	2	1373	645	728	474	510	86	117	49	60	36	41
3rd Quarter 2016	State of Connecticut	13	13.10	Business Operations Specialists	3	631	277	354	197	264	37	55	32	24	11	11
3rd Quarter 2016	State of Connecticut	13	13.20	Financial Specialists	3	736	365	371	275	244	48	61	17	36	25	30
3rd Quarter 2016	State of Connecticut	13	13.90	Other Business & Financial Operations Occupations	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	State of Connecticut	15	15	Computer & Mathematical Occupations	2	977	699	278	471	182	93	49	71	21	64	26
3rd Quarter 2016	State of Connecticut	15	15.10	Computer Specialists	3	952	688	264	461	174	93	47	71	19	63	24
3rd Quarter 2016	State of Connecticut	15	15.20	Mathematical Scientists	3	25	11	14	10	8	0	2	0	2	1	2
3rd Quarter 2016	State of Connecticut	17	17	Architecture & Engineering Occupations	2	580	500	80	367	54	52	7	50	13	31	6
3rd Quarter 2016	State of Connecticut	17	17.10	Architects, Surveyors, & Cartographers	3	21	16	5	15	3	1	1	0	1	0	0
3rd Quarter 2016	State of Connecticut	17	17.20	Engineers	3	277	249	28	195	17	22	4	16	4	16	3
3rd Quarter 2016	State of Connecticut	17	17.30	Drafters, Engineering, & Mapping Technicians	3	277	231	46	154	34	28	1	34	8	15	3
3rd Quarter 2016	State of Connecticut	19	19	Life, Physical, & Social Science Occupations	2	245	122	123	90	74	14	21	8	14	10	14
3rd Quarter 2016	State of Connecticut	19	19.10	Life Scientists	3	42	22	20	18	16	0	0	1	0	3	4
3rd Quarter 2016	State of Connecticut	19	19.20	Physical Scientists	3	36	18	18	16	11	1	1	1	2	0	4
3rd Quarter 2016	State of Connecticut	19	19.30	Social Scientists & Related Workers	3	33	10	23	3	12	4	8	3	2	0	1
3rd Quarter 2016	State of Connecticut	19	19.40	Life, Physical, & Social Science Technicians	3	133	72	61	53	34	9	12	3	10	7	5
3rd Quarter 2016	State of Connecticut	21	21	Community & Social Services Occupations	2	842	245	597	117	248	80	237	44	105	4	7
3rd Quarter 2016	State of Connecticut	21	21.10	Counselors, Social Workers, Other Cmmtty./Soc. Svcs. Workers	3	803	225	578	106	241	75	235	41	96	3	6
3rd Quarter 2016	State of Connecticut	21	21.20	Religious Workers	3	20	9	11	7	6	1	2	1	3	0	0
3rd Quarter 2016	State of Connecticut	23	23	Legal Occupations	2	180	47	133	38	90	6	19	2	19	1	5
3rd Quarter 2016	State of Connecticut	23	23.10	Lawyers, Judges, & Related Workers	3	65	31	34	26	25	4	4	1	1	0	4
3rd Quarter 2016	State of Connecticut	23	23.20	Legal Support Workers	3	115	16	99	12	65	2	15	1	18	1	1
3rd Quarter 2016	State of Connecticut	25	25	Education, Training, & Library Occupations	2	907	217	690	138	396	47	171	28	101	4	22
3rd Quarter 2016	State of Connecticut	25	25.10	Postsecondary Teachers	3	113	52	61	36	33	7	21	6	5	3	2
3rd Quarter 2016	State of Connecticut	25	25.20	Primary, Secondary & Special Education Teachers	3	393	89	304	57	202	22	63	9	30	1	9
3rd Quarter 2016	State of Connecticut	25	25.30	Other Teachers & Instructors	3	89	19	70	12	39	3	16	4	12	0	3
3rd Quarter 2016	State of Connecticut	25	25.40	Librarians, Curators, & Archivists	3	23	8	15	6	13	1	2	1	0	0	0
3rd Quarter 2016	State of Connecticut	25	25.90	Other Education, Training, & Library Occupations	3	280	44	236	27	109	13	67	4	52	0	8
3rd Quarter 2016	State of Connecticut	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	504	269	235	189	178	41	29	32	25	7	3
3rd Quarter 2016	State of Connecticut	27	27.10	Art & Design Workers	3	166	84	82	54	71	15	4	12	6	3	1
3rd Quarter 2016	State of Connecticut	27	27.20	Entertainers & Performers, Sports & Related Workers	3	137	76	61	51	36	14	14	10	10	1	1
3rd Quarter 2016	State of Connecticut	27	27.30	Media & Communication Workers	3	123	59	64	49	53	5	5	3	5	2	1
3rd Quarter 2016	State of Connecticut	27	27.40	Media & Communication Equipment Workers	3	64	46	18	33	15	6	1	6	2	1	0
3rd Quarter 2016	State of Connecticut	27	27.90	Other Arts, Design, Entertainment, Sports, & Media Workers	3	13	3	10	1	3	1	5	1	2	0	0
3rd Quarter 2016	State of Connecticut	29	29	Healthcare Practitioners & Technical Occupations	2	964	190	774	118	475	34	150	22	119	16	30
3rd Quarter 2016	State of Connecticut	29	29.10	Health Diagnosing & Treating Practitioners	3	388	79	309	47	208	14	51	9	34	9	16
3rd Quarter 2016	State of Connecticut	29	29.20	Health Technologists & Technicians	3	546	98	448	61	259	19	95	11	81	7	13
3rd Quarter 2016	State of Connecticut	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	27	12	15	9	7	1	4	2	3	0	1
3rd Quarter 2016	State of Connecticut	31	31	Healthcare Support Occupations	2	1861	216	1645	69	595	103	645	41	379	3	26
3rd Quarter 2016	State of Connecticut	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	1324	150	1174	36	358	83	546	29	255	2	15
3rd Quarter 2016	State of Connecticut	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	33	8	25	2	17	4	6	2	2	0	0
3rd Quarter 2016	State of Connecticut	31	31.90	Other Healthcare Support Occupations	3	496	58	438	31	217	16	89	10	121	1	11
3rd Quarter 2016	State of Connecticut	33	33	Protective Service Occupations	2	431	285	146	128	55	97	51	59	35	1	5
3rd Quarter 2016	State of Connecticut	33	33.10	First-Line Supervisors/Mgrs. of Protective Service Workers	3	2	2	0	1	0	1	0	0	0	0	0
3rd Quarter 2016	State of Connecticut	33	33.20	Fire Fighting & Prevention Workers	3	11	11	0	6	0	3	0	2	0	0	0
3rd Quarter 2016	State of Connecticut	33	33.30	Law Enforcement Workers	3	59	49	10	30	4	7	2	12	3	0	1
3rd Quarter 2016	State of Connecticut	33	33.90	Other Protective Service Workers	3	355	222	133	91	50	86	47	44	32	1	4
3rd Quarter 2016	State of Connecticut	35	35	Food Preparation & Serving Related Occupations	2	1929	970	959	381	552	314	205	236	180	39	22
3rd Quarter 2016	State of Connecticut	35	35.10	Supervisors of Food Preparation & Serving Workers	3	186	119	67	64	33	29	15	20	16	6	3
3rd Quarter 2016	State of Connecticut	35	35.20	Cooks & Food Preparation Workers	3	915	523	392	178	210	192	100	137	76	16	6
3rd Quarter 2016	State of Connecticut	35	35.30	Food & Beverage Serving Workers	3	610	198	412	104	277	49	67	39	59	6	9

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3rd Quarter 2016	State of Connecticut	35	35.90	Other Food Preparation & Serving Related Workers	3	194	122	72	32	27	44	19	36	23	10	3
3rd Quarter 2016	State of Connecticut	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	725	447	278	193	81	101	63	149	130	4	4
3rd Quarter 2016	State of Connecticut	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	44	28	16	12	8	6	3	10	5	0	0
3rd Quarter 2016	State of Connecticut	37	37.20	Building Cleaning & Pest Control Workers	3	494	245	249	77	68	67	59	98	118	3	4
3rd Quarter 2016	State of Connecticut	37	37.30	Grounds Maintenance Workers	3	177	171	6	103	4	28	1	39	1	1	0
3rd Quarter 2016	State of Connecticut	39	39	Personal Care & Service Occupations	2	784	169	615	75	289	51	171	36	141	7	14
3rd Quarter 2016	State of Connecticut	39	39.10	Supervisors of Personal Care & Service Workers	3	21	10	11	8	7	0	2	2	2	0	0
3rd Quarter 2016	State of Connecticut	39	39.20	Animal Care & Service Workers	3	27	6	21	3	19	2	0	1	2	0	0
3rd Quarter 2016	State of Connecticut	39	39.30	Entertainment Attendants & Related Workers	3	54	27	27	14	8	4	7	4	6	5	6
3rd Quarter 2016	State of Connecticut	39	39.40	Funeral Service Workers	3	2	2	0	1	0	1	0	0	0	0	0
3rd Quarter 2016	State of Connecticut	39	39.50	Personal Appearance Workers	3	85	16	69	6	43	2	8	8	17	0	1
3rd Quarter 2016	State of Connecticut	39	39.60	Transportation, Tourism, & Lodging Attendants	3	14	8	6	3	3	2	3	3	0	0	0
3rd Quarter 2016	State of Connecticut	39	39.90	Other Personal Care & Service Workers	3	564	93	471	35	202	38	151	18	111	2	7
3rd Quarter 2016	State of Connecticut	41	41	Sales & Related Occupations	2	2898	1282	1616	770	798	257	388	211	397	44	33
3rd Quarter 2016	State of Connecticut	41	41.10	Supervisors of Sales Workers	3	303	168	135	106	88	32	19	23	22	7	6
3rd Quarter 2016	State of Connecticut	41	41.20	Retail Sales Workers	3	1495	480	1015	204	400	144	306	112	292	20	17
3rd Quarter 2016	State of Connecticut	41	41.30	Sales Representatives, Services	3	280	144	136	106	85	18	25	16	24	4	2
3rd Quarter 2016	State of Connecticut	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	680	417	263	304	188	50	28	53	40	10	7
3rd Quarter 2016	State of Connecticut	41	41.90	Other Sales & Related Workers	3	106	64	42	45	27	12	6	4	9	3	0
3rd Quarter 2016	State of Connecticut	43	43	Office & Administrative Support Occupations	2	5420	1586	3834	720	2176	509	863	314	725	43	70
3rd Quarter 2016	State of Connecticut	43	43.10	Supervisors of Office & Administrative Support Workers	3	109	19	90	12	64	3	11	3	12	1	3
3rd Quarter 2016	State of Connecticut	43	43.20	Communications Equipment Operators	3	17	7	10	4	4	1	2	2	4	0	0
3rd Quarter 2016	State of Connecticut	43	43.30	Financial Clerks	3	510	82	428	53	283	20	75	6	58	3	12
3rd Quarter 2016	State of Connecticut	43	43.40	Information & Record Clerks	3	1770	416	1354	188	668	140	387	73	280	15	19
3rd Quarter 2016	State of Connecticut	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	1166	800	366	327	160	290	86	173	110	10	10
3rd Quarter 2016	State of Connecticut	43	43.60	Secretaries & Administrative Assistants	3	919	51	868	28	567	10	158	12	130	1	13
3rd Quarter 2016	State of Connecticut	43	43.90	Other Office & Administrative Support Workers	3	898	194	704	102	424	40	138	39	129	13	13
3rd Quarter 2016	State of Connecticut	45	45	Farming, Fishing, & Forestry Occupations	2	77	51	26	20	14	3	0	28	11	0	1
3rd Quarter 2016	State of Connecticut	45	45.10	Supervisors of Farming, Fishing, & Forestry Workers	3	5	0	5	0	5	0	0	0	0	0	0
3rd Quarter 2016	State of Connecticut	45	45.20	Agricultural Workers	3	63	44	19	16	8	2	0	26	11	0	0
3rd Quarter 2016	State of Connecticut	45	45.40	Forest, Conservation, & Logging Workers	3	6	5	1	4	1	1	0	0	0	0	0
3rd Quarter 2016	State of Connecticut	47	47	Construction & Extraction Occupations	2	2139	2053	86	1395	43	293	20	342	21	23	2
3rd Quarter 2016	State of Connecticut	47	47.10	Supervisors of Construction & Extraction Workers	3	45	39	6	31	6	3	0	4	0	1	0
3rd Quarter 2016	State of Connecticut	47	47.20	Construction Trades Workers	3	1547	1491	56	1010	27	210	14	253	14	18	1
3rd Quarter 2016	State of Connecticut	47	47.30	Helpers, Construction Trades	3	419	405	14	288	7	54	4	60	3	3	0
3rd Quarter 2016	State of Connecticut	47	47.40	Other Construction & Related Workers	3	107	98	9	53	3	25	2	19	4	1	0
3rd Quarter 2016	State of Connecticut	47	47.50	Extraction Workers	3	14	13	1	9	0	1	0	3	0	0	1
3rd Quarter 2016	State of Connecticut	49	49	Installation, Maintenance, & Repair Occupations	2	1061	1003	58	597	25	164	13	223	19	19	1
3rd Quarter 2016	State of Connecticut	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	26	24	2	23	0	0	0	1	2	0	0
3rd Quarter 2016	State of Connecticut	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	94	85	9	47	5	17	3	19	0	2	1
3rd Quarter 2016	State of Connecticut	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	343	327	16	218	8	44	3	61	5	4	0
3rd Quarter 2016	State of Connecticut	49	49.90	Other Installation, Maintenance & Repair Occupations	3	586	558	28	306	12	102	7	138	9	12	0
3rd Quarter 2016	State of Connecticut	51	51	Production Occupations	2	2331	1630	701	889	243	268	80	405	335	68	43
3rd Quarter 2016	State of Connecticut	51	51.10	Supervisors of Production Workers	3	77	58	19	41	9	5	2	11	8	1	0
3rd Quarter 2016	State of Connecticut	51	51.20	Assemblers & Fabricators	3	348	173	175	68	45	32	19	63	98	10	13
3rd Quarter 2016	State of Connecticut	51	51.30	Food Processing Workers	3	69	44	25	29	12	7	5	8	8	0	0
3rd Quarter 2016	State of Connecticut	51	51.40	Metal Workers & Plastic Workers	3	1001	798	203	475	72	106	16	179	106	38	9
3rd Quarter 2016	State of Connecticut	51	51.50	Printing Workers	3	67	52	15	35	7	7	1	8	3	2	4
3rd Quarter 2016	State of Connecticut	51	51.60	Textile, Apparel, & Furnishings Workers	3	90	37	53	15	18	13	14	9	18	0	3
3rd Quarter 2016	State of Connecticut	51	51.70	Woodworkers	3	28	27	1	17	0	2	0	7	1	1	0
3rd Quarter 2016	State of Connecticut	51	51.80	Plant & System Operators	3	25	23	2	15	1	5	0	3	1	0	0
3rd Quarter 2016	State of Connecticut	51	51.90	Other Production Occupations	3	606	412	194	194	76	89	23	113	81	16	14
3rd Quarter 2016	State of Connecticut	53	53	Transportation & Material Moving Occupations	2	3001	2023	978	867	437	612	200	506	323	38	18
3rd Quarter 2016	State of Connecticut	53	53.10	Supervisors of Transportation & Material Moving Workers	3	35	27	8	18	5	5	1	4	1	0	1
3rd Quarter 2016	State of Connecticut	53	53.20	Air Transportation Workers	3	8	3	5	3	2	0	3	0	0	0	0
3rd Quarter 2016	State of Connecticut	53	53.30	Motor Vehicle Operators	3	1816	1128	688	566	334	285	124	254	224	23	6
3rd Quarter 2016	State of Connecticut	53	53.40	Rail Transportation Workers	3	13	12	1	7	0	4	0	1	1	0	0

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3rd Quarter 2016	State of Connecticut	53	53.50	Water Transportation Workers	3	15	14	1	13	1	0	0	1	0	0	0
3rd Quarter 2016	State of Connecticut	53	53.60	Other Transportation Workers	3	117	56	61	18	19	19	21	18	19	1	2
3rd Quarter 2016	State of Connecticut	53	53.70	Material Moving Workers	3	962	762	200	236	74	293	48	221	69	12	9
3rd Quarter 2016	State of Connecticut	55	55	Military Specific Occupations	2	52	40	12	26	6	6	1	4	5	0	0
3rd Quarter 2016	State of Connecticut	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	19	16	3	10	2	2	1	8	0	0	0
3rd Quarter 2016	State of Connecticut	55	55.20	First-Line Enlisted Military Supervisors/Managers	3	4	2	2	2	1	0	0	0	1	0	0
3rd Quarter 2016	State of Connecticut	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	29	22	7	14	3	4	0	4	4	0	0
3rd Quarter 2016	State of Connecticut	99	99	Unknown/Unclassifiable Occupations	2	3745	1582	2163	615	749	573	807	364	565	30	42
3rd Quarter 2016	State of Connecticut	99	99.90	Unknown/Unclassifiable Occupations	3	3745	1582	2163	615	749	573	807	364	565	30	42
3rd Quarter 2016	Fairfield County	00	00	Total - All Occupations	1	6244	3017	3227	1528	1421	808	962	578	721	103	123
3rd Quarter 2016	Fairfield County	11	11	Management Occupations	2	546	278	268	217	173	25	47	28	38	8	10
3rd Quarter 2016	Fairfield County	11	11.10	Top Executives	3	78	40	38	30	26	2	5	5	6	3	1
3rd Quarter 2016	Fairfield County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	135	65	70	58	55	1	7	5	7	1	1
3rd Quarter 2016	Fairfield County	11	11.30	Operations Specialties Managers	3	159	88	71	65	42	12	11	9	13	2	5
3rd Quarter 2016	Fairfield County	11	11.90	Other Management Occupations	3	173	84	89	63	50	10	24	9	12	2	3
3rd Quarter 2016	Fairfield County	13	13	Business & Financial Operations Occupations	2	397	208	189	145	132	28	28	19	17	16	12
3rd Quarter 2016	Fairfield County	13	13.10	Business Operations Specialists	3	171	80	91	53	69	8	14	13	5	6	3
3rd Quarter 2016	Fairfield County	13	13.20	Financial Specialists	3	224	126	98	91	63	19	14	6	12	10	9
3rd Quarter 2016	Fairfield County	13	13.90	Other Business & Financial Operations Occupations	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	15	15	Computer & Mathematical Occupations	2	299	221	78	135	42	40	16	28	8	18	12
3rd Quarter 2016	Fairfield County	15	15.10	Computer Specialists	3	292	216	76	131	41	40	16	28	8	17	11
3rd Quarter 2016	Fairfield County	15	15.20	Mathematical Scientists	3	7	5	2	4	1	0	0	0	0	1	1
3rd Quarter 2016	Fairfield County	17	17	Architecture & Engineering Occupations	2	74	60	14	43	7	11	0	4	5	2	2
3rd Quarter 2016	Fairfield County	17	17.10	Architects, Surveyors, & Cartographers	3	7	5	2	5	1	0	0	0	1	0	0
3rd Quarter 2016	Fairfield County	17	17.20	Engineers	3	32	26	6	21	4	4	0	1	2	0	0
3rd Quarter 2016	Fairfield County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	35	29	6	17	2	7	0	3	2	2	2
3rd Quarter 2016	Fairfield County	19	19	Life, Physical, & Social Science Occupations	2	40	23	17	15	7	4	3	2	4	2	3
3rd Quarter 2016	Fairfield County	19	19.10	Life Scientists	3	5	4	1	4	0	0	0	0	0	0	1
3rd Quarter 2016	Fairfield County	19	19.20	Physical Scientists	3	4	0	4	0	0	0	0	0	2	0	2
3rd Quarter 2016	Fairfield County	19	19.30	Social Scientists & Related Workers	3	10	3	7	1	5	2	1	0	1	0	0
3rd Quarter 2016	Fairfield County	19	19.40	Life, Physical, & Social Science Technicians	3	20	16	4	10	1	2	2	2	1	2	0
3rd Quarter 2016	Fairfield County	21	21	Community & Social Services Occupations	2	114	31	83	15	27	9	41	6	11	1	4
3rd Quarter 2016	Fairfield County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	105	25	80	12	27	7	40	6	9	0	4
3rd Quarter 2016	Fairfield County	21	21.20	Religious Workers	3	4	3	1	2	0	1	1	0	0	0	0
3rd Quarter 2016	Fairfield County	23	23	Legal Occupations	2	42	9	33	7	19	2	6	0	7	0	1
3rd Quarter 2016	Fairfield County	23	23.10	Lawyers, Judges, & Related Workers	3	16	6	10	5	6	1	3	0	0	0	1
3rd Quarter 2016	Fairfield County	23	23.20	Legal Support Workers	3	26	3	23	2	13	1	3	0	7	0	0
3rd Quarter 2016	Fairfield County	25	25	Education, Training, & Library Occupations	2	193	31	162	12	77	16	56	3	22	0	7
3rd Quarter 2016	Fairfield County	25	25.10	Postsecondary Teachers	3	18	5	13	4	5	1	4	0	2	0	2
3rd Quarter 2016	Fairfield County	25	25.20	Primary, Secondary & Special Education Teachers	3	88	15	73	6	39	7	23	2	9	0	2
3rd Quarter 2016	Fairfield County	25	25.30	Other Teachers & Instructors	3	13	3	10	1	5	1	4	1	1	0	0
3rd Quarter 2016	Fairfield County	25	25.40	Librarians, Curators, & Archivists	3	3	0	3	0	3	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	25	25.90	Other Education, Training, & Library Occupations	3	70	8	62	1	25	7	24	0	10	0	3
3rd Quarter 2016	Fairfield County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	144	77	67	56	44	14	12	7	9	0	2
3rd Quarter 2016	Fairfield County	27	27.10	Art & Design Workers	3	51	24	27	12	21	9	3	3	2	0	1
3rd Quarter 2016	Fairfield County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	36	22	14	16	7	4	4	2	3	0	0
3rd Quarter 2016	Fairfield County	27	27.30	Media & Communication Workers	3	36	18	18	18	15	0	0	2	2	0	1
3rd Quarter 2016	Fairfield County	27	27.40	Media & Communication Equipment Workers	3	15	13	2	10	0	1	1	2	1	0	0
3rd Quarter 2016	Fairfield County	27	27.90	Other Arts, Design, Entertainment, Sports, & Media Workers	3	6	0	6	0	1	0	4	0	1	0	0
3rd Quarter 2016	Fairfield County	29	29	Healthcare Practitioners & Technical Occupations	2	178	39	139	24	71	6	32	6	27	3	9
3rd Quarter 2016	Fairfield County	29	29.10	Health Diagnosing & Treating Practitioners	3	79	17	62	10	37	2	11	3	7	2	7
3rd Quarter 2016	Fairfield County	29	29.20	Health Technologists & Technicians	3	94	20	74	12	34	4	19	3	19	1	2
3rd Quarter 2016	Fairfield County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	4	1	3	1	0	0	2	0	1	0	0
3rd Quarter 2016	Fairfield County	31	31	Healthcare Support Occupations	2	336	38	298	8	61	21	165	9	70	0	2
3rd Quarter 2016	Fairfield County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	251	21	230	1	35	15	141	5	52	0	2
3rd Quarter 2016	Fairfield County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	6	1	5	0	3	1	2	0	0	0	0
3rd Quarter 2016	Fairfield County	31	31.90	Other Healthcare Support Occupations	3	77	16	61	7	22	5	21	4	18	0	0

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3rd Quarter 2016	Fairfield County	33	33	Protective Service Occupations	2	97	61	36	21	11	33	14	7	10	0	1
3rd Quarter 2016	Fairfield County	33	33.30	Law Enforcement Workers	3	8	7	1	4	0	0	0	3	0	0	1
3rd Quarter 2016	Fairfield County	33	33.90	Other Protective Service Workers	3	89	54	35	17	11	33	14	4	10	0	0
3rd Quarter 2016	Fairfield County	35	35	Food Preparation & Serving Related Occupations	2	354	175	179	54	84	57	43	54	48	10	4
3rd Quarter 2016	Fairfield County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	36	22	14	9	6	5	3	6	3	2	2
3rd Quarter 2016	Fairfield County	35	35.20	Cooks & Food Preparation Workers	3	157	81	76	19	29	33	24	27	23	2	0
3rd Quarter 2016	Fairfield County	35	35.30	Food & Beverage Serving Workers	3	112	51	61	21	39	13	11	13	10	4	1
3rd Quarter 2016	Fairfield County	35	35.90	Other Food Preparation & Serving Related Workers	3	40	19	21	5	7	6	5	6	9	2	0
3rd Quarter 2016	Fairfield County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	127	74	53	28	4	19	15	27	32	0	2
3rd Quarter 2016	Fairfield County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	7	5	2	3	0	1	1	1	1	0	0
3rd Quarter 2016	Fairfield County	37	37.20	Building Cleaning & Pest Control Workers	3	93	44	49	12	3	14	14	18	30	0	2
3rd Quarter 2016	Fairfield County	37	37.30	Grounds Maintenance Workers	3	26	25	1	13	1	4	0	8	0	0	0
3rd Quarter 2016	Fairfield County	39	39	Personal Care & Service Occupations	2	121	21	100	11	38	7	34	3	25	0	3
3rd Quarter 2016	Fairfield County	39	39.10	Supervisors of Personal Care & Service Workers	3	5	4	1	4	1	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	39	39.20	Animal Care & Service Workers	3	5	1	4	0	3	0	0	1	1	0	0
3rd Quarter 2016	Fairfield County	39	39.30	Entertainment Attendants & Related Workers	3	5	3	2	2	1	1	1	0	0	0	0
3rd Quarter 2016	Fairfield County	39	39.40	Funeral Service Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	39	39.50	Personal Appearance Workers	3	17	1	16	0	8	0	4	1	4	0	0
3rd Quarter 2016	Fairfield County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	2	1	1	0	0	0	1	1	0	0	0
3rd Quarter 2016	Fairfield County	39	39.90	Other Personal Care & Service Workers	3	83	8	75	2	24	6	28	0	20	0	3
3rd Quarter 2016	Fairfield County	41	41	Sales & Related Occupations	2	631	308	323	173	136	86	103	40	71	9	13
3rd Quarter 2016	Fairfield County	41	41.10	Supervisors of Sales Workers	3	79	39	40	17	25	13	6	7	8	2	1
3rd Quarter 2016	Fairfield County	41	41.20	Retail Sales Workers	3	269	108	161	41	42	50	75	14	38	3	6
3rd Quarter 2016	Fairfield County	41	41.30	Sales Representatives, Services	3	84	47	37	33	21	4	8	9	6	1	2
3rd Quarter 2016	Fairfield County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	162	96	66	69	39	16	11	9	12	2	4
3rd Quarter 2016	Fairfield County	41	41.90	Other Sales & Related Workers	3	24	15	9	12	5	2	1	0	3	1	0
3rd Quarter 2016	Fairfield County	43	43	Office & Administrative Support Occupations	2	1027	266	761	112	372	99	203	51	168	4	18
3rd Quarter 2016	Fairfield County	43	43.10	Supervisors of Office & Administrative Support Workers	3	33	6	27	5	17	0	5	1	4	0	1
3rd Quarter 2016	Fairfield County	43	43.20	Communications Equipment Operators	3	3	0	3	0	1	0	1	0	1	0	0
3rd Quarter 2016	Fairfield County	43	43.30	Financial Clerks	3	110	20	90	15	47	5	20	0	18	0	5
3rd Quarter 2016	Fairfield County	43	43.40	Information & Record Clerks	3	367	105	262	43	99	42	93	20	67	0	3
3rd Quarter 2016	Fairfield County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	141	93	48	30	10	43	20	20	15	0	3
3rd Quarter 2016	Fairfield County	43	43.60	Secretaries & Administrative Assistants	3	209	7	202	4	136	1	34	1	27	1	5
3rd Quarter 2016	Fairfield County	43	43.90	Other Office & Administrative Support Workers	3	158	33	125	13	60	8	28	9	36	3	1
3rd Quarter 2016	Fairfield County	45	45	Farming, Fishing, & Forestry Occupations	2	4	4	0	3	0	0	0	1	0	0	0
3rd Quarter 2016	Fairfield County	45	45.20	Agricultural Workers	3	4	4	0	3	0	0	0	1	0	0	0
3rd Quarter 2016	Fairfield County	47	47	Construction & Extraction Occupations	2	293	285	8	159	6	64	1	60	1	2	0
3rd Quarter 2016	Fairfield County	47	47.10	Supervisors of Construction & Extraction Workers	3	5	5	0	4	0	1	0	0	0	0	0
3rd Quarter 2016	Fairfield County	47	47.20	Construction Trades Workers	3	212	208	4	114	3	42	0	50	1	2	0
3rd Quarter 2016	Fairfield County	47	47.30	Helpers, Construction Trades	3	53	52	1	32	1	13	0	7	0	0	0
3rd Quarter 2016	Fairfield County	47	47.40	Other Construction & Related Workers	3	21	18	3	8	2	8	1	2	0	0	0
3rd Quarter 2016	Fairfield County	47	47.50	Extraction Workers	3	1	1	0	0	0	0	0	1	0	0	0
3rd Quarter 2016	Fairfield County	49	49	Installation, Maintenance, & Repair Occupations	2	161	158	3	75	0	33	0	46	2	4	1
3rd Quarter 2016	Fairfield County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	15	14	1	6	0	4	0	3	0	1	1
3rd Quarter 2016	Fairfield County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	53	52	1	29	0	8	0	15	1	0	0
3rd Quarter 2016	Fairfield County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	87	87	0	37	0	20	0	27	0	3	0
3rd Quarter 2016	Fairfield County	51	51	Production Occupations	2	276	185	91	66	16	48	16	57	50	14	9
3rd Quarter 2016	Fairfield County	51	51.10	Supervisors of Production Workers	3	8	6	2	3	1	2	0	1	1	0	0
3rd Quarter 2016	Fairfield County	51	51.20	Assemblers & Fabricators	3	39	17	22	7	4	4	1	4	13	2	4
3rd Quarter 2016	Fairfield County	51	51.30	Food Processing Workers	3	11	9	2	5	0	2	1	2	1	0	0
3rd Quarter 2016	Fairfield County	51	51.40	Metal Workers & Plastic Workers	3	93	73	20	26	3	14	3	23	12	10	2
3rd Quarter 2016	Fairfield County	51	51.50	Printing Workers	3	7	5	2	2	1	1	0	2	0	0	1
3rd Quarter 2016	Fairfield County	51	51.60	Textile, Apparel, & Furnishings Workers	3	19	10	9	5	1	3	3	2	5	0	0
3rd Quarter 2016	Fairfield County	51	51.70	Woodworkers	3	3	3	0	1	0	1	0	1	0	0	0
3rd Quarter 2016	Fairfield County	51	51.80	Plant & System Operators	3	3	3	0	2	0	1	0	0	0	0	0
3rd Quarter 2016	Fairfield County	51	51.90	Other Production Occupations	3	91	59	32	15	6	20	8	22	16	2	2

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	Fairfield County	53	53	Transportation & Material Moving Occupations	2	513	338	175	110	56	136	48	86	66	6	5
3rd Quarter 2016	Fairfield County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	7	4	3	2	1	1	1	1	0	0	1
3rd Quarter 2016	Fairfield County	53	53.20	Air Transportation Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	53	53.30	Motor Vehicle Operators	3	359	232	127	82	47	85	33	61	47	4	0
3rd Quarter 2016	Fairfield County	53	53.40	Rail Transportation Workers	3	3	3	0	2	0	1	0	0	0	0	0
3rd Quarter 2016	Fairfield County	53	53.50	Water Transportation Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Fairfield County	53	53.60	Other Transportation Workers	3	24	12	12	4	3	5	5	3	4	0	0
3rd Quarter 2016	Fairfield County	53	53.70	Material Moving Workers	3	111	83	28	19	3	42	8	20	13	2	4
3rd Quarter 2016	Fairfield County	55	55	Military Specific Occupations	2	4	3	1	1	1	0	0	2	0	0	0
3rd Quarter 2016	Fairfield County	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	2	1	1	0	1	0	0	1	0	0	0
3rd Quarter 2016	Fairfield County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	2	2	0	1	0	0	0	1	0	0	0
3rd Quarter 2016	Fairfield County	99	99	Unknown/Unclassifiable Occupations	2	273	124	149	38	37	50	79	32	30	4	3
3rd Quarter 2016	Fairfield County	99	99.90	Unknown/Unclassifiable Occupations	3	273	124	149	38	37	50	79	32	30	4	3
3rd Quarter 2016	Hartford County	00	00	Total - All Occupations	1	9233	4605	4628	2211	2007	1226	1355	1026	1124	142	142
3rd Quarter 2016	Hartford County	11	11	Management Occupations	2	550	285	265	200	158	42	52	36	43	7	12
3rd Quarter 2016	Hartford County	11	11.10	Top Executives	3	93	56	37	45	26	5	6	6	4	0	1
3rd Quarter 2016	Hartford County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	98	57	41	45	26	6	7	6	5	0	3
3rd Quarter 2016	Hartford County	11	11.30	Operations Specialties Managers	3	148	72	76	57	48	9	15	6	10	0	3
3rd Quarter 2016	Hartford County	11	11.90	Other Management Occupations	3	210	100	110	53	57	22	24	18	24	7	5
3rd Quarter 2016	Hartford County	13	13	Business & Financial Operations Occupations	2	347	154	193	108	123	30	39	9	14	7	17
3rd Quarter 2016	Hartford County	13	13.10	Business Operations Specialists	3	155	67	88	44	64	13	15	8	5	2	4
3rd Quarter 2016	Hartford County	13	13.20	Financial Specialists	3	191	87	104	64	59	17	23	1	9	5	13
3rd Quarter 2016	Hartford County	15	15	Computer & Mathematical Occupations	2	231	154	77	113	47	16	18	11	4	14	8
3rd Quarter 2016	Hartford County	15	15.10	Computer Specialists	3	227	151	76	110	47	16	18	11	4	14	7
3rd Quarter 2016	Hartford County	15	15.20	Mathematical Scientists	3	4	3	1	3	0	0	0	0	0	0	1
3rd Quarter 2016	Hartford County	17	17	Architecture & Engineering Occupations	2	151	131	20	88	17	19	2	11	1	13	0
3rd Quarter 2016	Hartford County	17	17.10	Architects, Surveyors, & Cartographers	3	5	3	2	3	1	0	1	0	0	0	0
3rd Quarter 2016	Hartford County	17	17.20	Engineers	3	69	64	5	45	4	10	1	2	0	7	0
3rd Quarter 2016	Hartford County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	75	62	13	38	12	9	0	9	1	6	0
3rd Quarter 2016	Hartford County	19	19	Life, Physical, & Social Science Occupations	2	62	31	31	20	17	4	10	2	3	5	1
3rd Quarter 2016	Hartford County	19	19.10	Life Scientists	3	7	5	2	4	2	0	0	1	0	0	0
3rd Quarter 2016	Hartford County	19	19.20	Physical Scientists	3	6	2	4	2	3	0	1	0	0	0	0
3rd Quarter 2016	Hartford County	19	19.30	Social Scientists & Related Workers	3	9	2	7	0	4	2	3	0	0	0	0
3rd Quarter 2016	Hartford County	19	19.40	Life, Physical, & Social Science Technicians	3	40	22	18	14	8	2	6	1	3	5	1
3rd Quarter 2016	Hartford County	21	21	Community & Social Services Occupations	2	234	67	167	25	53	21	77	19	36	2	1
3rd Quarter 2016	Hartford County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	223	63	160	25	49	20	76	16	34	2	1
3rd Quarter 2016	Hartford County	21	21.20	Religious Workers	3	6	1	5	0	3	0	1	1	1	0	0
3rd Quarter 2016	Hartford County	23	23	Legal Occupations	2	52	17	35	13	26	2	6	1	3	1	0
3rd Quarter 2016	Hartford County	23	23.10	Lawyers, Judges, & Related Workers	3	20	11	9	10	8	1	1	0	0	0	0
3rd Quarter 2016	Hartford County	23	23.20	Legal Support Workers	3	32	6	26	3	18	1	5	1	3	1	0
3rd Quarter 2016	Hartford County	25	25	Education, Training, & Library Occupations	2	242	60	182	38	80	11	61	10	36	1	5
3rd Quarter 2016	Hartford County	25	25.10	Postsecondary Teachers	3	33	17	16	14	4	1	11	1	1	1	0
3rd Quarter 2016	Hartford County	25	25.20	Primary, Secondary & Special Education Teachers	3	94	20	74	12	42	6	22	2	8	0	2
3rd Quarter 2016	Hartford County	25	25.30	Other Teachers & Instructors	3	26	5	21	3	7	0	7	2	6	0	1
3rd Quarter 2016	Hartford County	25	25.40	Librarians, Curators, & Archivists	3	8	4	4	2	3	1	1	1	0	0	0
3rd Quarter 2016	Hartford County	25	25.90	Other Education, Training, & Library Occupations	3	75	10	65	7	24	2	20	1	19	0	2
3rd Quarter 2016	Hartford County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	121	72	49	45	39	13	5	11	4	3	1
3rd Quarter 2016	Hartford County	27	27.10	Art & Design Workers	3	37	25	12	17	12	4	0	3	0	1	0
3rd Quarter 2016	Hartford County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	35	19	16	11	10	4	2	4	3	0	1
3rd Quarter 2016	Hartford County	27	27.30	Media & Communication Workers	3	32	16	16	11	13	2	2	2	1	1	0
3rd Quarter 2016	Hartford County	27	27.40	Media & Communication Equipment Workers	3	15	12	3	6	3	3	0	2	0	1	0
3rd Quarter 2016	Hartford County	27	27.90	Other Arts, Design, Entertainment, Sports, & Media Workers	3	2	0	2	0	1	0	1	0	0	0	0
3rd Quarter 2016	Hartford County	29	29	Healthcare Practitioners & Technical Occupations	2	241	54	187	31	103	12	52	4	24	7	8
3rd Quarter 2016	Hartford County	29	29.10	Health Diagnosing & Treating Practitioners	3	100	19	81	9	54	5	18	2	5	3	4
3rd Quarter 2016	Hartford County	29	29.20	Health Technologists & Technicians	3	131	31	100	18	45	7	33	2	19	4	3
3rd Quarter 2016	Hartford County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	10	4	6	4	4	0	1	0	0	0	1
3rd Quarter 2016	Hartford County	31	31	Healthcare Support Occupations	2	470	61	409	16	120	36	170	8	107	1	12

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3rd Quarter 2016	Hartford County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	310	46	264	10	55	30	141	5	61	1	7
3rd Quarter 2016	Hartford County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	9	2	7	0	6	2	1	0	0	0	0
3rd Quarter 2016	Hartford County	31	31.90	Other Healthcare Support Occupations	3	149	13	136	6	58	4	27	3	46	0	5
3rd Quarter 2016	Hartford County	33	33	Protective Service Occupations	2	118	76	42	26	13	30	14	19	13	1	2
3rd Quarter 2016	Hartford County	33	33.20	Fire Fighting & Prevention Workers	3	3	3	0	0	0	1	0	2	0	0	0
3rd Quarter 2016	Hartford County	33	33.30	Law Enforcement Workers	3	14	8	6	3	3	3	0	2	3	0	0
3rd Quarter 2016	Hartford County	33	33.90	Other Protective Service Workers	3	98	64	34	23	9	26	13	14	10	1	2
3rd Quarter 2016	Hartford County	35	35	Food Preparation & Serving Related Occupations	2	510	273	237	91	110	94	57	74	63	14	7
3rd Quarter 2016	Hartford County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	57	38	19	18	7	11	3	6	8	3	1
3rd Quarter 2016	Hartford County	35	35.20	Cooks & Food Preparation Workers	3	258	156	102	47	46	58	28	45	26	6	2
3rd Quarter 2016	Hartford County	35	35.30	Food & Beverage Serving Workers	3	130	37	93	18	51	12	18	7	20	0	4
3rd Quarter 2016	Hartford County	35	35.90	Other Food Preparation & Serving Related Workers	3	57	40	17	7	5	13	5	15	7	5	0
3rd Quarter 2016	Hartford County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	195	116	79	43	14	23	26	50	38	0	1
3rd Quarter 2016	Hartford County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	8	6	2	3	0	0	0	3	2	0	0
3rd Quarter 2016	Hartford County	37	37.20	Building Cleaning & Pest Control Workers	3	146	71	75	17	13	17	26	37	35	0	1
3rd Quarter 2016	Hartford County	37	37.30	Grounds Maintenance Workers	3	38	38	0	22	0	6	0	10	0	0	0
3rd Quarter 2016	Hartford County	39	39	Personal Care & Service Occupations	2	201	41	160	15	58	18	63	8	36	0	3
3rd Quarter 2016	Hartford County	39	39.10	Supervisors of Personal Care & Service Workers	3	4	2	2	1	0	0	2	1	0	0	0
3rd Quarter 2016	Hartford County	39	39.20	Animal Care & Service Workers	3	8	3	5	2	5	1	0	0	0	0	0
3rd Quarter 2016	Hartford County	39	39.30	Entertainment Attendants & Related Workers	3	9	5	4	4	0	0	2	1	0	0	2
3rd Quarter 2016	Hartford County	39	39.40	Funeral Service Workers	3	1	1	0	0	0	1	0	0	0	0	0
3rd Quarter 2016	Hartford County	39	39.50	Personal Appearance Workers	3	19	2	17	2	12	0	1	0	3	0	1
3rd Quarter 2016	Hartford County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	5	2	3	1	1	0	2	1	0	0	0
3rd Quarter 2016	Hartford County	39	39.90	Other Personal Care & Service Workers	3	151	25	126	5	38	15	56	5	32	0	0
3rd Quarter 2016	Hartford County	41	41	Sales & Related Occupations	2	750	320	430	185	181	62	95	65	147	8	7
3rd Quarter 2016	Hartford County	41	41.10	Supervisors of Sales Workers	3	74	35	39	22	22	4	6	7	9	2	2
3rd Quarter 2016	Hartford County	41	41.20	Retail Sales Workers	3	357	102	255	36	71	32	72	32	108	2	4
3rd Quarter 2016	Hartford County	41	41.30	Sales Representatives, Services	3	81	42	39	29	25	10	6	3	8	0	0
3rd Quarter 2016	Hartford County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	200	123	77	86	51	13	9	21	16	3	1
3rd Quarter 2016	Hartford County	41	41.90	Other Sales & Related Workers	3	32	16	16	10	11	3	2	2	3	1	0
3rd Quarter 2016	Hartford County	43	43	Office & Administrative Support Occupations	2	1666	519	1147	192	566	188	315	123	246	16	20
3rd Quarter 2016	Hartford County	43	43.10	Supervisors of Office & Administrative Support Workers	3	30	7	23	1	16	3	3	2	3	1	1
3rd Quarter 2016	Hartford County	43	43.20	Communications Equipment Operators	3	4	3	1	2	0	0	0	1	1	0	0
3rd Quarter 2016	Hartford County	43	43.30	Financial Clerks	3	125	22	103	10	67	9	22	1	11	2	3
3rd Quarter 2016	Hartford County	43	43.40	Information & Record Clerks	3	525	105	420	41	180	37	141	25	93	2	6
3rd Quarter 2016	Hartford County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	436	289	147	105	67	111	32	69	46	4	2
3rd Quarter 2016	Hartford County	43	43.60	Secretaries & Administrative Assistants	3	243	13	230	5	127	3	57	5	43	0	3
3rd Quarter 2016	Hartford County	43	43.90	Other Office & Administrative Support Workers	3	287	72	215	27	107	21	56	17	47	7	5
3rd Quarter 2016	Hartford County	45	45	Farming, Fishing, & Forestry Occupations	2	18	15	3	5	1	1	0	9	1	0	1
3rd Quarter 2016	Hartford County	45	45.10	Supervisors of Farming, Fishing, & Forestry Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Hartford County	45	45.20	Agricultural Workers	3	14	13	1	4	0	1	0	8	1	0	0
3rd Quarter 2016	Hartford County	45	45.40	Forest, Conservation, & Logging Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Hartford County	47	47	Construction & Extraction Occupations	2	489	474	15	292	7	81	1	95	6	6	1
3rd Quarter 2016	Hartford County	47	47.10	Supervisors of Construction & Extraction Workers	3	12	12	0	11	0	0	0	1	0	0	0
3rd Quarter 2016	Hartford County	47	47.20	Construction Trades Workers	3	352	345	7	209	4	63	0	68	3	5	0
3rd Quarter 2016	Hartford County	47	47.30	Helpers, Construction Trades	3	83	78	5	53	2	10	1	14	2	1	0
3rd Quarter 2016	Hartford County	47	47.40	Other Construction & Related Workers	3	34	32	2	15	1	8	0	9	1	0	0
3rd Quarter 2016	Hartford County	47	47.50	Extraction Workers	3	7	6	1	4	0	0	0	2	0	0	1
3rd Quarter 2016	Hartford County	49	49	Installation, Maintenance, & Repair Occupations	2	274	254	20	139	9	50	7	61	4	4	0
3rd Quarter 2016	Hartford County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Hartford County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	26	23	3	14	2	4	1	5	0	0	0
3rd Quarter 2016	Hartford County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	84	78	6	53	2	16	2	9	2	0	0
3rd Quarter 2016	Hartford County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	159	149	10	70	5	30	4	46	1	3	0
3rd Quarter 2016	Hartford County	51	51	Production Occupations	2	591	425	166	214	60	85	24	111	66	15	16
3rd Quarter 2016	Hartford County	51	51.10	Supervisors of Production Workers	3	14	10	4	5	2	2	1	2	1	1	0
3rd Quarter 2016	Hartford County	51	51.20	Assemblers & Fabricators	3	94	51	43	18	11	10	6	21	23	2	3
3rd Quarter 2016	Hartford County	51	51.30	Food Processing Workers	3	15	7	8	4	4	1	2	2	2	0	0

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3rd Quarter 2016	Hartford County	51	51.40	Metal Workers & Plastic Workers	3	240	196	44	121	16	26	4	41	21	8	3
3rd Quarter 2016	Hartford County	51	51.50	Printing Workers	3	27	22	5	13	1	5	0	4	1	0	3
3rd Quarter 2016	Hartford County	51	51.60	Textile, Apparel, & Furnishings Workers	3	25	12	13	4	6	5	5	3	2	0	0
3rd Quarter 2016	Hartford County	51	51.70	Woodworkers	3	9	8	1	6	0	1	0	1	1	0	0
3rd Quarter 2016	Hartford County	51	51.80	Plant & System Operators	3	3	3	0	0	0	1	0	2	0	0	0
3rd Quarter 2016	Hartford County	51	51.90	Other Production Occupations	3	160	113	47	43	20	33	6	33	14	4	7
3rd Quarter 2016	Hartford County	53	53	Transportation & Material Moving Occupations	2	935	612	323	194	100	214	81	192	135	12	7
3rd Quarter 2016	Hartford County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	8	6	2	2	2	2	0	2	0	0	0
3rd Quarter 2016	Hartford County	53	53.20	Air Transportation Workers	3	3	2	1	2	0	0	1	0	0	0	0
3rd Quarter 2016	Hartford County	53	53.30	Motor Vehicle Operators	3	525	290	235	124	71	79	59	79	103	8	2
3rd Quarter 2016	Hartford County	53	53.40	Rail Transportation Workers	3	1	1	0	0	0	1	0	0	0	0	0
3rd Quarter 2016	Hartford County	53	53.50	Water Transportation Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Hartford County	53	53.60	Other Transportation Workers	3	43	20	23	2	4	6	9	11	9	1	1
3rd Quarter 2016	Hartford County	53	53.70	Material Moving Workers	3	343	284	59	59	23	124	11	98	21	3	4
3rd Quarter 2016	Hartford County	55	55	Military Specific Occupations	2	14	10	4	4	2	3	0	3	2	0	0
3rd Quarter 2016	Hartford County	55	55.10	Military Officer/ Special & Tactical Operations Leaders/Mgrs.	3	7	6	1	4	1	1	0	1	0	0	0
3rd Quarter 2016	Hartford County	55	55.20	First-Line Enlisted Military Supervisors/Managers	3	2	0	2	0	1	0	0	0	1	0	0
3rd Quarter 2016	Hartford County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	5	4	1	0	0	2	0	2	1	0	0
3rd Quarter 2016	Hartford County	99	99	Unknown/Unclassifiable Occupations	2	771	384	387	114	103	171	180	94	92	5	12
3rd Quarter 2016	Hartford County	99	99.90	Unknown/Unclassifiable Occupations	3	771	384	387	114	103	171	180	94	92	5	12
3rd Quarter 2016	Litchfield County	00	00	Total - All Occupations	1	1483	776	707	652	602	37	26	70	69	17	10
3rd Quarter 2016	Litchfield County	11	11	Management Occupations	2	103	58	45	53	42	3	0	2	3	0	0
3rd Quarter 2016	Litchfield County	11	11.10	Top Executives	3	13	8	5	8	5	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	20	12	8	12	8	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	11	11.30	Operations Specialties Managers	3	31	13	18	12	17	0	0	1	1	0	0
3rd Quarter 2016	Litchfield County	11	11.90	Other Management Occupations	3	39	25	14	21	12	3	0	1	2	0	0
3rd Quarter 2016	Litchfield County	13	13	Business & Financial Operations Occupations	2	58	29	29	26	26	1	1	1	2	1	0
3rd Quarter 2016	Litchfield County	13	13.10	Business Operations Specialists	3	27	15	12	15	12	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	13	13.20	Financial Specialists	3	30	13	17	10	14	1	1	1	2	1	0
3rd Quarter 2016	Litchfield County	15	15	Computer & Mathematical Occupations	2	40	28	12	23	11	1	1	4	0	0	0
3rd Quarter 2016	Litchfield County	15	15.10	Computer Specialists	3	38	28	10	23	9	1	1	4	0	0	0
3rd Quarter 2016	Litchfield County	15	15.20	Mathematical Scientists	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	17	17	Architecture & Engineering Occupations	2	32	28	4	24	4	0	0	3	0	1	0
3rd Quarter 2016	Litchfield County	17	17.20	Engineers	3	15	14	1	13	1	0	0	1	0	0	0
3rd Quarter 2016	Litchfield County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	17	14	3	11	3	0	0	2	0	1	0
3rd Quarter 2016	Litchfield County	19	19	Life, Physical, & Social Science Occupations	2	11	3	8	3	7	0	1	0	0	0	0
3rd Quarter 2016	Litchfield County	19	19.10	Life Scientists	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	19	19.20	Physical Scientists	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	19	19.30	Social Scientists & Related Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	19	19.40	Life, Physical, & Social Science Technicians	3	6	1	5	1	4	0	1	0	0	0	0
3rd Quarter 2016	Litchfield County	21	21	Community & Social Services Occupations	2	36	9	27	8	19	0	3	1	5	0	0
3rd Quarter 2016	Litchfield County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	35	9	26	8	19	0	3	1	4	0	0
3rd Quarter 2016	Litchfield County	21	21.20	Religious Workers	3	1	0	1	0	0	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	23	23	Legal Occupations	2	10	1	9	1	3	0	1	0	4	0	1
3rd Quarter 2016	Litchfield County	23	23.10	Lawyers, Judges, & Related Workers	3	4	1	3	1	2	0	0	0	0	0	1
3rd Quarter 2016	Litchfield County	23	23.20	Legal Support Workers	3	6	0	6	0	1	0	1	0	4	0	0
3rd Quarter 2016	Litchfield County	25	25	Education, Training, & Library Occupations	2	53	10	43	10	40	0	0	0	3	0	0
3rd Quarter 2016	Litchfield County	25	25.10	Postsecondary Teachers	3	6	1	5	1	5	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	25	25.20	Primary, Secondary & Special Education Teachers	3	28	5	23	5	21	0	0	0	2	0	0
3rd Quarter 2016	Litchfield County	25	25.30	Other Teachers & Instructors	3	5	1	4	1	4	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	25	25.40	Librarians, Curators, & Archivists	3	3	0	3	0	3	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	25	25.90	Other Education, Training, & Library Occupations	3	11	3	8	3	7	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	19	9	10	7	8	0	0	2	2	0	0
3rd Quarter 2016	Litchfield County	27	27.10	Art & Design Workers	3	6	2	4	1	4	0	0	1	0	0	0
3rd Quarter 2016	Litchfield County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	6	4	2	4	1	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	27	27.30	Media & Communication Workers	3	6	2	4	2	3	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	27	27.40	Media & Communication Equipment Workers	3	1	1	0	0	0	0	0	1	0	0	0

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	Litchfield County	29	29	Healthcare Practitioners & Technical Occupations	2	50	8	42	7	40	0	0	0	1	1	1
3rd Quarter 2016	Litchfield County	29	29.10	Health Diagnosing & Treating Practitioners	3	21	4	17	4	16	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	29	29.20	Health Technologists & Technicians	3	29	4	25	3	24	0	0	0	0	1	1
3rd Quarter 2016	Litchfield County	31	31	Healthcare Support Occupations	2	69	4	65	3	54	1	2	0	7	0	2
3rd Quarter 2016	Litchfield County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	52	3	49	2	41	1	2	0	5	0	1
3rd Quarter 2016	Litchfield County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	1	0	1	0	0	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	31	31.90	Other Healthcare Support Occupations	3	16	1	15	1	13	0	0	0	1	0	1
3rd Quarter 2016	Litchfield County	33	33	Protective Service Occupations	2	13	10	3	9	2	0	1	1	0	0	0
3rd Quarter 2016	Litchfield County	33	33.30	Law Enforcement Workers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	33	33.90	Other Protective Service Workers	3	11	8	3	7	2	0	1	1	0	0	0
3rd Quarter 2016	Litchfield County	35	35	Food Preparation & Serving Related Occupations	2	64	28	36	22	35	0	0	5	1	1	0
3rd Quarter 2016	Litchfield County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	6	4	2	4	2	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	35	35.20	Cooks & Food Preparation Workers	3	22	12	10	9	10	0	0	3	0	0	0
3rd Quarter 2016	Litchfield County	35	35.30	Food & Beverage Serving Workers	3	30	10	20	8	20	0	0	1	0	1	0
3rd Quarter 2016	Litchfield County	35	35.90	Other Food Preparation & Serving Related Workers	3	6	2	4	1	3	0	0	1	1	0	0
3rd Quarter 2016	Litchfield County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	28	21	7	19	5	0	1	2	1	0	0
3rd Quarter 2016	Litchfield County	37	37.20	Building Cleaning & Pest Control Workers	3	12	6	6	5	4	0	1	1	1	0	0
3rd Quarter 2016	Litchfield County	37	37.30	Grounds Maintenance Workers	3	16	15	1	14	1	0	0	1	0	0	0
3rd Quarter 2016	Litchfield County	39	39	Personal Care & Service Occupations	2	32	2	30	2	25	0	1	0	4	0	0
3rd Quarter 2016	Litchfield County	39	39.10	Supervisors of Personal Care & Service Workers	3	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	39	39.20	Animal Care & Service Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	39	39.50	Personal Appearance Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	39	39.90	Other Personal Care & Service Workers	3	24	1	23	1	18	0	1	0	4	0	0
3rd Quarter 2016	Litchfield County	41	41	Sales & Related Occupations	2	91	46	45	39	42	2	1	3	1	2	1
3rd Quarter 2016	Litchfield County	41	41.10	Supervisors of Sales Workers	3	13	9	4	9	4	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	41	41.20	Retail Sales Workers	3	45	19	26	15	24	1	1	2	0	1	1
3rd Quarter 2016	Litchfield County	41	41.30	Sales Representatives, Services	3	9	7	2	6	2	1	0	0	0	0	0
3rd Quarter 2016	Litchfield County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	21	9	12	7	11	0	0	1	1	1	0
3rd Quarter 2016	Litchfield County	41	41.90	Other Sales & Related Workers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	43	43	Office & Administrative Support Occupations	2	184	50	134	38	122	4	5	4	5	4	2
3rd Quarter 2016	Litchfield County	43	43.10	Supervisors of Office & Administrative Support Workers	3	4	1	3	1	3	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	43	43.20	Communications Equipment Operators	3	2	0	2	0	1	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	43	43.30	Financial Clerks	3	21	2	19	2	18	0	0	0	0	0	1
3rd Quarter 2016	Litchfield County	43	43.40	Information & Record Clerks	3	54	18	36	14	33	1	2	1	1	2	0
3rd Quarter 2016	Litchfield County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	30	18	12	12	10	2	1	2	1	2	0
3rd Quarter 2016	Litchfield County	43	43.60	Secretaries & Administrative Assistants	3	38	3	35	2	31	1	1	0	2	0	1
3rd Quarter 2016	Litchfield County	43	43.90	Other Office & Administrative Support Workers	3	34	7	27	6	26	0	1	1	0	0	0
3rd Quarter 2016	Litchfield County	45	45	Farming, Fishing, & Forestry Occupations	2	5	1	4	1	2	0	0	0	2	0	0
3rd Quarter 2016	Litchfield County	45	45.20	Agricultural Workers	3	5	1	4	1	2	0	0	0	2	0	0
3rd Quarter 2016	Litchfield County	47	47	Construction & Extraction Occupations	2	108	107	1	97	1	2	0	7	0	1	0
3rd Quarter 2016	Litchfield County	47	47.10	Supervisors of Construction & Extraction Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	47	47.20	Construction Trades Workers	3	73	72	1	65	1	2	0	4	0	1	0
3rd Quarter 2016	Litchfield County	47	47.30	Helpers, Construction Trades	3	26	26	0	24	0	0	0	2	0	0	0
3rd Quarter 2016	Litchfield County	47	47.40	Other Construction & Related Workers	3	7	7	0	6	0	0	0	1	0	0	0
3rd Quarter 2016	Litchfield County	47	47.50	Extraction Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	49	49	Installation, Maintenance, & Repair Occupations	2	56	52	4	46	3	2	0	4	1	0	0
3rd Quarter 2016	Litchfield County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	4	4	0	3	0	0	0	1	0	0	0
3rd Quarter 2016	Litchfield County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	19	17	2	15	2	1	0	1	0	0	0
3rd Quarter 2016	Litchfield County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	29	27	2	24	1	1	0	2	1	0	0
3rd Quarter 2016	Litchfield County	51	51	Production Occupations	2	146	110	36	84	20	8	0	13	14	5	2
3rd Quarter 2016	Litchfield County	51	51.10	Supervisors of Production Workers	3	7	6	1	6	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	51	51.20	Assemblers & Fabricators	3	14	8	6	1	4	1	0	4	2	2	0
3rd Quarter 2016	Litchfield County	51	51.30	Food Processing Workers	3	6	5	1	5	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	51	51.40	Metal Workers & Plastic Workers	3	74	60	14	45	10	7	0	6	4	2	0
3rd Quarter 2016	Litchfield County	51	51.50	Printing Workers	3	2	2	0	2	0	0	0	0	0	0	0

YQDescription	CountyName	Major Group	SOC Code	SOC Title	SOC Level	Total Job Seekers	Total Male Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hisp Male Job Seekers	Hisp Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
3rd Quarter 2016	Litchfield County	51	51.60	Textile, Apparel, & Furnishings Workers	3	7	2	5	2	2	0	0	0	2	0	1
3rd Quarter 2016	Litchfield County	51	51.70	Woodworkers	3	2	2	0	0	0	0	0	1	0	1	0
3rd Quarter 2016	Litchfield County	51	51.80	Plant & System Operators	3	3	2	1	2	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	51	51.90	Other Production Occupations	3	29	23	6	21	1	0	0	2	4	0	1
3rd Quarter 2016	Litchfield County	53	53	Transportation & Material Moving Occupations	2	112	67	45	54	38	6	2	6	5	1	0
3rd Quarter 2016	Litchfield County	53	53.30	Motor Vehicle Operators	3	86	51	35	42	32	5	2	4	1	0	0
3rd Quarter 2016	Litchfield County	53	53.60	Other Transportation Workers	3	2	0	2	0	1	0	0	0	1	0	0
3rd Quarter 2016	Litchfield County	53	53.70	Material Moving Workers	3	23	15	8	11	5	1	0	2	3	1	0
3rd Quarter 2016	Litchfield County	55	55	Military Specific Occupations	2	5	4	1	4	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	4	3	1	3	1	0	0	0	0	0	0
3rd Quarter 2016	Litchfield County	99	99	Unknown/Unclassifiable Occupations	2	158	91	67	72	52	7	6	12	8	0	1
3rd Quarter 2016	Litchfield County	99	99.90	Unknown/Unclassifiable Occupations	3	158	91	67	72	52	7	6	12	8	0	1
3rd Quarter 2016	Middlesex County	00	00	Total - All Occupations	1	1680	882	798	666	578	89	106	90	85	37	29
3rd Quarter 2016	Middlesex County	11	11	Management Occupations	2	187	108	79	92	71	7	3	3	3	6	2
3rd Quarter 2016	Middlesex County	11	11.10	Top Executives	3	27	18	9	12	6	1	2	0	1	5	0
3rd Quarter 2016	Middlesex County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	41	21	20	19	18	1	0	1	1	0	1
3rd Quarter 2016	Middlesex County	11	11.30	Operations Specialties Managers	3	51	31	20	28	20	1	0	2	0	0	0
3rd Quarter 2016	Middlesex County	11	11.90	Other Management Occupations	3	67	37	30	32	27	4	1	0	1	1	1
3rd Quarter 2016	Middlesex County	13	13	Business & Financial Operations Occupations	2	114	53	61	43	49	3	7	3	2	4	3
3rd Quarter 2016	Middlesex County	13	13.10	Business Operations Specialists	3	49	21	28	18	22	1	3	1	2	1	1
3rd Quarter 2016	Middlesex County	13	13.20	Financial Specialists	3	64	32	32	25	26	2	4	2	0	3	2
3rd Quarter 2016	Middlesex County	15	15	Computer & Mathematical Occupations	2	74	55	19	40	14	5	1	2	1	8	3
3rd Quarter 2016	Middlesex County	15	15.10	Computer Specialists	3	72	54	18	39	14	5	1	2	0	8	3
3rd Quarter 2016	Middlesex County	15	15.20	Mathematical Scientists	3	2	1	1	1	0	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	17	17	Architecture & Engineering Occupations	2	41	35	6	27	3	2	2	3	0	3	1
3rd Quarter 2016	Middlesex County	17	17.10	Architects, Surveyors, & Cartographers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	17	17.20	Engineers	3	21	17	4	14	2	0	1	2	0	1	1
3rd Quarter 2016	Middlesex County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	17	16	1	12	1	1	0	1	0	2	0
3rd Quarter 2016	Middlesex County	19	19	Life, Physical, & Social Science Occupations	2	11	3	8	2	6	0	1	1	1	0	0
3rd Quarter 2016	Middlesex County	19	19.10	Life Scientists	3	3	0	3	0	3	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	19	19.20	Physical Scientists	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	19	19.30	Social Scientists & Related Workers	3	2	1	1	0	0	0	1	1	0	0	0
3rd Quarter 2016	Middlesex County	19	19.40	Life, Physical, & Social Science Technicians	3	5	2	3	2	2	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	21	21	Community & Social Services Occupations	2	46	10	36	5	25	4	4	1	7	0	0
3rd Quarter 2016	Middlesex County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	44	9	35	4	25	4	4	1	6	0	0
3rd Quarter 2016	Middlesex County	21	21.20	Religious Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	23	23	Legal Occupations	2	14	4	10	4	5	0	1	0	3	0	1
3rd Quarter 2016	Middlesex County	23	23.10	Lawyers, Judges, & Related Workers	3	4	2	2	2	0	0	0	1	0	0	1
3rd Quarter 2016	Middlesex County	23	23.20	Legal Support Workers	3	10	2	8	2	5	0	1	0	2	0	0
3rd Quarter 2016	Middlesex County	25	25	Education, Training, & Library Occupations	2	50	16	34	14	27	0	3	2	1	0	3
3rd Quarter 2016	Middlesex County	25	25.10	Postsecondary Teachers	3	7	4	3	3	2	0	1	1	0	0	0
3rd Quarter 2016	Middlesex County	25	25.20	Primary, Secondary & Special Education Teachers	3	25	6	19	5	16	0	1	1	1	0	1
3rd Quarter 2016	Middlesex County	25	25.30	Other Teachers & Instructors	3	6	1	5	1	3	0	0	0	0	0	2
3rd Quarter 2016	Middlesex County	25	25.40	Librarians, Curators, & Archivists	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	25	25.90	Other Education, Training, & Library Occupations	3	10	4	6	4	6	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	36	18	18	14	16	2	1	1	1	1	0
3rd Quarter 2016	Middlesex County	27	27.10	Art & Design Workers	3	13	6	7	5	7	0	0	1	0	0	0
3rd Quarter 2016	Middlesex County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	11	6	5	5	5	1	0	0	0	0	0
3rd Quarter 2016	Middlesex County	27	27.30	Media & Communication Workers	3	6	2	4	1	3	0	1	0	0	1	0
3rd Quarter 2016	Middlesex County	27	27.40	Media & Communication Equipment Workers	3	5	3	2	2	1	1	0	0	1	0	0
3rd Quarter 2016	Middlesex County	29	29	Healthcare Practitioners & Technical Occupations	2	65	19	46	13	40	1	2	3	2	2	2
3rd Quarter 2016	Middlesex County	29	29.10	Health Diagnosing & Treating Practitioners	3	27	8	19	6	18	0	0	1	1	2	0
3rd Quarter 2016	Middlesex County	29	29.20	Health Technologists & Technicians	3	36	10	26	7	21	1	2	2	1	0	2
3rd Quarter 2016	Middlesex County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	1	1	0	0	0	0	0	1	0	0	0
3rd Quarter 2016	Middlesex County	31	31	Healthcare Support Occupations	2	79	11	68	4	35	6	22	1	9	0	2
3rd Quarter 2016	Middlesex County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	52	8	44	2	23	5	17	1	4	0	0

YQDescription	CountyName	Major Group	SOC Code	SOC Title	SOC Level	Total Job Seekers	Total Male Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hisp Male Job Seekers	Hisp Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
3rd Quarter 2016	Middlesex County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	31	31.90	Other Healthcare Support Occupations	3	24	2	22	1	10	1	5	0	5	0	2
3rd Quarter 2016	Middlesex County	33	33	Protective Service Occupations	2	9	6	3	5	2	1	1	0	0	0	0
3rd Quarter 2016	Middlesex County	33	33.30	Law Enforcement Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	33	33.90	Other Protective Service Workers	3	8	5	3	4	2	1	1	0	0	0	0
3rd Quarter 2016	Middlesex County	35	35	Food Preparation & Serving Related Occupations	2	87	50	37	27	25	13	5	8	4	2	3
3rd Quarter 2016	Middlesex County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	10	10	0	5	0	4	0	1	0	0	0
3rd Quarter 2016	Middlesex County	35	35.20	Cooks & Food Preparation Workers	3	49	25	24	12	15	9	4	4	3	0	2
3rd Quarter 2016	Middlesex County	35	35.30	Food & Beverage Serving Workers	3	20	9	11	7	10	0	0	2	1	0	0
3rd Quarter 2016	Middlesex County	35	35.90	Other Food Preparation & Serving Related Workers	3	6	5	1	3	0	0	0	1	0	1	1
3rd Quarter 2016	Middlesex County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	26	17	9	14	3	1	2	2	4	0	0
3rd Quarter 2016	Middlesex County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	2	1	1	1	0	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	37	37.20	Building Cleaning & Pest Control Workers	3	16	9	7	7	3	0	2	2	2	0	0
3rd Quarter 2016	Middlesex County	37	37.30	Grounds Maintenance Workers	3	7	7	0	6	0	1	0	0	0	0	0
3rd Quarter 2016	Middlesex County	39	39	Personal Care & Service Occupations	2	33	8	25	4	17	1	3	2	4	1	1
3rd Quarter 2016	Middlesex County	39	39.10	Supervisors of Personal Care & Service Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	39	39.20	Animal Care & Service Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	39	39.30	Entertainment Attendants & Related Workers	3	4	3	1	0	1	1	0	1	0	1	0
3rd Quarter 2016	Middlesex County	39	39.50	Personal Appearance Workers	3	3	1	2	1	1	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	2	2	0	1	0	0	0	1	0	0	0
3rd Quarter 2016	Middlesex County	39	39.90	Other Personal Care & Service Workers	3	19	1	18	1	11	0	3	0	3	0	1
3rd Quarter 2016	Middlesex County	41	41	Sales & Related Occupations	2	138	61	77	44	57	5	8	8	11	4	1
3rd Quarter 2016	Middlesex County	41	41.10	Supervisors of Sales Workers	3	17	10	7	8	5	1	2	1	0	0	0
3rd Quarter 2016	Middlesex County	41	41.20	Retail Sales Workers	3	57	17	40	11	26	2	5	3	9	1	0
3rd Quarter 2016	Middlesex County	41	41.30	Sales Representatives, Services	3	17	9	8	5	6	0	1	2	1	2	0
3rd Quarter 2016	Middlesex County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	43	24	19	19	17	2	0	2	1	1	1
3rd Quarter 2016	Middlesex County	41	41.90	Other Sales & Related Workers	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	43	43	Office & Administrative Support Occupations	2	240	61	179	43	129	6	29	9	16	3	5
3rd Quarter 2016	Middlesex County	43	43.10	Supervisors of Office & Administrative Support Workers	3	9	1	8	1	6	0	1	0	1	0	0
3rd Quarter 2016	Middlesex County	43	43.20	Communications Equipment Operators	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	43	43.30	Financial Clerks	3	29	5	24	4	19	0	2	1	2	0	1
3rd Quarter 2016	Middlesex County	43	43.40	Information & Record Clerks	3	76	21	55	16	33	2	18	1	2	2	2
3rd Quarter 2016	Middlesex County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	40	22	18	13	11	4	2	4	5	1	0
3rd Quarter 2016	Middlesex County	43	43.60	Secretaries & Administrative Assistants	3	44	5	39	3	31	0	5	2	3	0	0
3rd Quarter 2016	Middlesex County	43	43.90	Other Office & Administrative Support Workers	3	41	7	34	6	28	0	1	1	3	0	2
3rd Quarter 2016	Middlesex County	45	45	Farming, Fishing, & Forestry Occupations	2	7	3	4	2	3	0	0	1	1	0	0
3rd Quarter 2016	Middlesex County	45	45.10	Supervisors of Farming, Fishing, & Forestry Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	45	45.20	Agricultural Workers	3	5	2	3	2	2	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	47	47	Construction & Extraction Occupations	2	129	124	5	109	4	7	0	7	1	1	0
3rd Quarter 2016	Middlesex County	47	47.10	Supervisors of Construction & Extraction Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	47	47.20	Construction Trades Workers	3	94	89	5	76	4	6	0	6	1	1	0
3rd Quarter 2016	Middlesex County	47	47.30	Helpers, Construction Trades	3	27	27	0	26	0	0	0	1	0	0	0
3rd Quarter 2016	Middlesex County	47	47.40	Other Construction & Related Workers	3	7	7	0	6	0	1	0	0	0	0	0
3rd Quarter 2016	Middlesex County	49	49	Installation, Maintenance, & Repair Occupations	2	61	58	3	48	2	3	0	7	1	0	0
3rd Quarter 2016	Middlesex County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	2	2	0	1	0	0	0	1	0	0	0
3rd Quarter 2016	Middlesex County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	23	23	0	19	0	1	0	3	0	0	0
3rd Quarter 2016	Middlesex County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	34	31	3	27	2	2	0	2	1	0	0
3rd Quarter 2016	Middlesex County	51	51	Production Occupations	2	100	82	18	53	10	10	0	17	7	2	1
3rd Quarter 2016	Middlesex County	51	51.10	Supervisors of Production Workers	3	6	4	2	4	1	0	0	0	1	0	0
3rd Quarter 2016	Middlesex County	51	51.20	Assemblers & Fabricators	3	9	4	5	1	2	1	0	2	3	0	0
3rd Quarter 2016	Middlesex County	51	51.30	Food Processing Workers	3	6	5	1	2	0	1	0	2	1	0	0
3rd Quarter 2016	Middlesex County	51	51.40	Metal Workers & Plastic Workers	3	48	43	5	31	3	4	0	6	2	2	0
3rd Quarter 2016	Middlesex County	51	51.50	Printing Workers	3	3	3	0	1	0	1	0	1	0	0	0
3rd Quarter 2016	Middlesex County	51	51.60	Textile, Apparel, & Furnishings Workers	3	2	2	0	0	0	1	0	1	0	0	0
3rd Quarter 2016	Middlesex County	51	51.70	Woodworkers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	51	51.80	Plant & System Operators	3	2	2	0	2	0	0	0	0	0	0	0

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	Middlesex County	51	51.90	Other Production Occupations	3	21	16	5	9	4	2	0	5	0	0	1
3rd Quarter 2016	Middlesex County	53	53	Transportation & Material Moving Occupations	2	85	54	31	42	25	5	3	7	3	0	0
3rd Quarter 2016	Middlesex County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	53	53.30	Motor Vehicle Operators	3	51	32	19	26	15	3	1	3	3	0	0
3rd Quarter 2016	Middlesex County	53	53.50	Water Transportation Workers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	53	53.60	Other Transportation Workers	3	6	3	3	3	3	0	0	0	0	0	0
3rd Quarter 2016	Middlesex County	53	53.70	Material Moving Workers	3	21	15	6	10	5	1	1	4	0	0	0
3rd Quarter 2016	Middlesex County	55	55	Military Specific Occupations	2	4	4	0	3	0	1	0	0	0	0	0
3rd Quarter 2016	Middlesex County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	4	4	0	3	0	1	0	0	0	0	0
3rd Quarter 2016	Middlesex County	99	99	Unknown/Unclassifiable Occupations	2	44	22	22	14	10	6	8	2	3	0	1
3rd Quarter 2016	Middlesex County	99	99.90	Unknown/Unclassifiable Occupations	3	44	22	22	14	10	6	8	2	3	0	1
3rd Quarter 2016	New Haven County	00	00	Total - All Occupations	1	10406	5124	5282	2471	2180	1418	1685	1089	1311	146	106
3rd Quarter 2016	New Haven County	11	11	Management Occupations	2	569	320	249	236	161	38	40	32	42	14	6
3rd Quarter 2016	New Haven County	11	11.10	Top Executives	3	77	45	32	32	23	7	3	4	6	2	0
3rd Quarter 2016	New Haven County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	103	68	35	60	26	1	5	6	4	1	0
3rd Quarter 2016	New Haven County	11	11.30	Operations Specialties Managers	3	161	84	77	62	51	8	12	8	11	6	3
3rd Quarter 2016	New Haven County	11	11.90	Other Management Occupations	3	222	118	104	80	61	20	19	13	21	5	3
3rd Quarter 2016	New Haven County	13	13	Business & Financial Operations Occupations	2	329	150	179	112	114	20	37	11	21	7	7
3rd Quarter 2016	New Haven County	13	13.10	Business Operations Specialists	3	155	67	88	50	56	12	20	4	9	1	3
3rd Quarter 2016	New Haven County	13	13.20	Financial Specialists	3	173	83	90	62	57	8	17	7	12	6	4
3rd Quarter 2016	New Haven County	15	15	Computer & Mathematical Occupations	2	244	182	62	115	44	30	11	19	6	18	1
3rd Quarter 2016	New Haven County	15	15.10	Computer Specialists	3	238	182	56	115	41	30	9	19	5	18	1
3rd Quarter 2016	New Haven County	15	15.20	Mathematical Scientists	3	6	0	6	0	3	0	2	0	1	0	0
3rd Quarter 2016	New Haven County	17	17	Architecture & Engineering Occupations	2	152	129	23	94	13	11	2	15	6	9	2
3rd Quarter 2016	New Haven County	17	17.10	Architects, Surveyors, & Cartographers	3	6	5	1	5	1	0	0	0	0	0	0
3rd Quarter 2016	New Haven County	17	17.20	Engineers	3	84	75	9	56	5	6	1	7	2	6	1
3rd Quarter 2016	New Haven County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	61	48	13	32	7	5	1	8	4	3	1
3rd Quarter 2016	New Haven County	19	19	Life, Physical, & Social Science Occupations	2	68	34	34	23	16	5	5	3	5	3	8
3rd Quarter 2016	New Haven County	19	19.10	Life Scientists	3	12	6	6	3	4	0	0	0	0	3	2
3rd Quarter 2016	New Haven County	19	19.20	Physical Scientists	3	13	9	4	7	2	1	0	1	0	0	2
3rd Quarter 2016	New Haven County	19	19.30	Social Scientists & Related Workers	3	7	3	4	1	1	0	2	2	1	0	0
3rd Quarter 2016	New Haven County	19	19.40	Life, Physical, & Social Science Technicians	3	36	16	20	12	9	4	3	0	4	0	4
3rd Quarter 2016	New Haven County	21	21	Community & Social Services Occupations	2	266	84	182	35	57	37	90	11	33	1	2
3rd Quarter 2016	New Haven County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	254	78	176	31	55	35	90	11	30	1	1
3rd Quarter 2016	New Haven County	21	21.20	Religious Workers	3	6	3	3	3	2	0	0	1	0	0	0
3rd Quarter 2016	New Haven County	23	23	Legal Occupations	2	42	12	30	10	24	2	3	0	2	0	1
3rd Quarter 2016	New Haven County	23	23.10	Lawyers, Judges, & Related Workers	3	14	9	5	7	5	2	0	0	0	0	0
3rd Quarter 2016	New Haven County	23	23.20	Legal Support Workers	3	28	3	25	3	19	0	3	0	2	0	1
3rd Quarter 2016	New Haven County	25	25	Education, Training, & Library Occupations	2	227	62	165	34	92	17	43	9	25	2	5
3rd Quarter 2016	New Haven County	25	25.10	Postsecondary Teachers	3	32	15	17	6	11	4	4	3	2	2	0
3rd Quarter 2016	New Haven County	25	25.20	Primary, Secondary & Special Education Teachers	3	99	27	72	15	48	8	14	4	7	0	3
3rd Quarter 2016	New Haven County	25	25.30	Other Teachers & Instructors	3	23	7	16	5	10	2	4	0	2	0	0
3rd Quarter 2016	New Haven County	25	25.40	Librarians, Curators, & Archivists	3	4	2	2	2	1	0	1	0	0	0	0
3rd Quarter 2016	New Haven County	25	25.90	Other Education, Training, & Library Occupations	3	68	10	58	6	22	3	20	1	14	0	2
3rd Quarter 2016	New Haven County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	113	56	57	37	40	11	11	8	6	0	0
3rd Quarter 2016	New Haven County	27	27.10	Art & Design Workers	3	38	17	21	13	17	2	1	2	3	0	0
3rd Quarter 2016	New Haven County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	30	16	14	8	5	5	8	3	1	0	0
3rd Quarter 2016	New Haven County	27	27.30	Media & Communication Workers	3	29	12	17	8	14	3	2	1	1	0	0
3rd Quarter 2016	New Haven County	27	27.40	Media & Communication Equipment Workers	3	12	8	4	7	4	0	0	1	0	0	0
3rd Quarter 2016	New Haven County	27	27.90	Other Arts, Design, Entertainment, Sports, & Media Workers	3	4	3	1	1	0	1	0	1	1	0	0
3rd Quarter 2016	New Haven County	29	29	Healthcare Practitioners & Technical Occupations	2	275	45	230	22	116	14	58	7	50	2	6
3rd Quarter 2016	New Haven County	29	29.10	Health Diagnosing & Treating Practitioners	3	102	21	81	9	42	7	21	3	16	2	2
3rd Quarter 2016	New Haven County	29	29.20	Health Technologists & Technicians	3	164	20	144	10	73	6	36	4	31	0	4
3rd Quarter 2016	New Haven County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	8	4	4	3	1	1	1	0	2	0	0
3rd Quarter 2016	New Haven County	31	31	Healthcare Support Occupations	2	609	71	538	19	149	34	242	16	139	2	8
3rd Quarter 2016	New Haven County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	451	55	396	12	88	28	206	14	97	1	5
3rd Quarter 2016	New Haven County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	7	2	5	0	3	1	2	1	0	0	0

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3rd Quarter 2016	New Haven County	31	31.90	Other Healthcare Support Occupations	3	148	14	134	7	58	5	32	1	41	1	3
3rd Quarter 2016	New Haven County	33	33	Protective Service Occupations	2	130	88	42	37	14	27	19	24	7	0	2
3rd Quarter 2016	New Haven County	33	33.10	First-Line Supervisors/Mgrs. of Protective Service Workers	3	2	2	0	1	0	1	0	0	0	0	0
3rd Quarter 2016	New Haven County	33	33.20	Fire Fighting & Prevention Workers	3	3	3	0	2	0	1	0	0	0	0	0
3rd Quarter 2016	New Haven County	33	33.30	Law Enforcement Workers	3	21	20	1	12	0	4	1	4	0	0	0
3rd Quarter 2016	New Haven County	33	33.90	Other Protective Service Workers	3	103	63	40	22	14	21	17	20	7	0	2
3rd Quarter 2016	New Haven County	35	35	Food Preparation & Serving Related Occupations	2	545	272	273	88	139	117	84	61	46	6	4
3rd Quarter 2016	New Haven County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	46	27	19	14	9	7	6	5	4	1	0
3rd Quarter 2016	New Haven County	35	35.20	Cooks & Food Preparation Workers	3	273	161	112	45	55	72	40	39	17	5	0
3rd Quarter 2016	New Haven County	35	35.30	Food & Beverage Serving Workers	3	176	50	126	21	71	18	32	11	20	0	3
3rd Quarter 2016	New Haven County	35	35.90	Other Food Preparation & Serving Related Workers	3	49	33	16	8	4	20	6	5	5	0	1
3rd Quarter 2016	New Haven County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	183	128	55	38	16	44	12	44	26	2	1
3rd Quarter 2016	New Haven County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	12	8	4	1	2	2	1	5	1	0	0
3rd Quarter 2016	New Haven County	37	37.20	Building Cleaning & Pest Control Workers	3	113	65	48	12	13	27	10	24	24	2	1
3rd Quarter 2016	New Haven County	37	37.30	Grounds Maintenance Workers	3	56	54	2	25	1	15	1	14	0	0	0
3rd Quarter 2016	New Haven County	39	39	Personal Care & Service Occupations	2	222	51	171	21	66	19	59	10	45	1	1
3rd Quarter 2016	New Haven County	39	39.10	Supervisors of Personal Care & Service Workers	3	5	1	4	1	3	0	0	0	1	0	0
3rd Quarter 2016	New Haven County	39	39.20	Animal Care & Service Workers	3	5	1	4	1	3	0	0	0	1	0	0
3rd Quarter 2016	New Haven County	39	39.30	Entertainment Attendants & Related Workers	3	4	1	3	1	0	0	0	0	3	0	0
3rd Quarter 2016	New Haven County	39	39.50	Personal Appearance Workers	3	29	7	22	2	13	2	3	3	6	0	0
3rd Quarter 2016	New Haven County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	3	3	0	1	0	2	0	0	0	0	0
3rd Quarter 2016	New Haven County	39	39.90	Other Personal Care & Service Workers	3	170	35	135	13	46	14	56	7	32	1	1
3rd Quarter 2016	New Haven County	41	41	Sales & Related Occupations	2	851	369	482	212	195	86	163	59	119	12	5
3rd Quarter 2016	New Haven County	41	41.10	Supervisors of Sales Workers	3	73	49	24	28	14	14	5	6	5	1	0
3rd Quarter 2016	New Haven County	41	41.20	Retail Sales Workers	3	516	161	355	65	120	52	137	36	95	8	3
3rd Quarter 2016	New Haven County	41	41.30	Sales Representatives, Services	3	56	23	33	19	19	2	8	1	6	1	0
3rd Quarter 2016	New Haven County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	164	112	52	82	35	14	8	14	8	2	1
3rd Quarter 2016	New Haven County	41	41.90	Other Sales & Related Workers	3	34	23	11	18	5	4	3	1	3	0	0
3rd Quarter 2016	New Haven County	43	43	Office & Administrative Support Occupations	2	1525	476	1049	198	542	175	274	90	215	13	18
3rd Quarter 2016	New Haven County	43	43.10	Supervisors of Office & Administrative Support Workers	3	22	4	18	4	12	0	2	0	3	0	1
3rd Quarter 2016	New Haven County	43	43.20	Communications Equipment Operators	3	5	2	3	0	1	1	1	1	0	0	0
3rd Quarter 2016	New Haven County	43	43.30	Financial Clerks	3	145	25	120	16	74	5	28	3	16	1	2
3rd Quarter 2016	New Haven County	43	43.40	Information & Record Clerks	3	502	116	386	44	172	47	113	17	96	8	5
3rd Quarter 2016	New Haven County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	347	258	89	93	27	108	28	55	30	2	4
3rd Quarter 2016	New Haven County	43	43.60	Secretaries & Administrative Assistants	3	253	18	235	9	137	5	55	4	41	0	2
3rd Quarter 2016	New Haven County	43	43.90	Other Office & Administrative Support Workers	3	245	48	197	31	118	8	47	7	28	2	4
3rd Quarter 2016	New Haven County	45	45	Farming, Fishing, & Forestry Occupations	2	14	7	7	2	3	2	0	3	4	0	0
3rd Quarter 2016	New Haven County	45	45.10	Supervisors of Farming, Fishing, & Forestry Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	New Haven County	45	45.20	Agricultural Workers	3	11	6	5	2	1	1	0	3	4	0	0
3rd Quarter 2016	New Haven County	45	45.40	Forest, Conservation, & Logging Workers	3	1	1	0	0	0	1	0	0	0	0	0
3rd Quarter 2016	New Haven County	47	47	Construction & Extraction Occupations	2	676	642	34	383	9	115	14	137	10	7	1
3rd Quarter 2016	New Haven County	47	47.10	Supervisors of Construction & Extraction Workers	3	20	16	4	11	4	2	0	2	0	1	0
3rd Quarter 2016	New Haven County	47	47.20	Construction Trades Workers	3	479	457	22	273	4	81	11	98	6	5	1
3rd Quarter 2016	New Haven County	47	47.30	Helpers, Construction Trades	3	141	137	4	83	1	24	2	29	1	1	0
3rd Quarter 2016	New Haven County	47	47.40	Other Construction & Related Workers	3	28	24	4	11	0	7	1	6	3	0	0
3rd Quarter 2016	New Haven County	47	47.50	Extraction Workers	3	4	4	0	3	0	1	0	0	0	0	0
3rd Quarter 2016	New Haven County	49	49	Installation, Maintenance, & Repair Occupations	2	303	285	18	145	7	58	6	76	5	6	0
3rd Quarter 2016	New Haven County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	10	10	0	10	0	0	0	0	0	0	0
3rd Quarter 2016	New Haven County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	31	27	4	15	2	7	2	5	0	0	0
3rd Quarter 2016	New Haven County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	92	88	4	50	2	12	1	25	1	1	0
3rd Quarter 2016	New Haven County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	168	159	9	70	3	39	3	45	3	5	0
3rd Quarter 2016	New Haven County	51	51	Production Occupations	2	788	497	291	213	75	96	32	168	171	20	13
3rd Quarter 2016	New Haven County	51	51.10	Supervisors of Production Workers	3	22	14	8	9	3	1	1	4	4	0	0
3rd Quarter 2016	New Haven County	51	51.20	Assemblers & Fabricators	3	148	65	83	21	16	13	11	28	50	3	6
3rd Quarter 2016	New Haven County	51	51.30	Food Processing Workers	3	18	13	5	8	1	3	2	2	2	0	0
3rd Quarter 2016	New Haven County	51	51.40	Metal Workers & Plastic Workers	3	344	251	93	110	22	43	7	87	60	11	4
3rd Quarter 2016	New Haven County	51	51.50	Printing Workers	3	15	11	4	9	3	0	0	1	1	1	0

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	New Haven County	51	51.60	Textile, Apparel, & Furnishings Workers	3	19	4	15	0	4	2	4	2	6	0	1
3rd Quarter 2016	New Haven County	51	51.70	Woodworkers	3	8	8	0	4	0	0	0	4	0	0	0
3rd Quarter 2016	New Haven County	51	51.80	Plant & System Operators	3	6	5	1	3	0	2	0	0	1	0	0
3rd Quarter 2016	New Haven County	51	51.90	Other Production Occupations	3	199	124	75	49	25	32	7	38	41	5	2
3rd Quarter 2016	New Haven County	53	53	Transportation & Material Moving Occupations	2	921	648	273	258	109	213	62	166	98	11	4
3rd Quarter 2016	New Haven County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	11	9	2	7	1	2	0	0	1	0	0
3rd Quarter 2016	New Haven County	53	53.20	Air Transportation Workers	3	3	1	2	1	1	0	1	0	0	0	0
3rd Quarter 2016	New Haven County	53	53.30	Motor Vehicle Operators	3	537	359	178	168	88	98	28	87	60	6	2
3rd Quarter 2016	New Haven County	53	53.40	Rail Transportation Workers	3	5	4	1	2	0	2	0	0	1	0	0
3rd Quarter 2016	New Haven County	53	53.50	Water Transportation Workers	3	4	4	0	3	0	0	0	1	0	0	0
3rd Quarter 2016	New Haven County	53	53.60	Other Transportation Workers	3	32	14	18	5	6	8	7	1	4	0	1
3rd Quarter 2016	New Haven County	53	53.70	Material Moving Workers	3	318	251	67	71	13	103	26	74	27	3	1
3rd Quarter 2016	New Haven County	55	55	Military Specific Occupations	2	14	10	4	7	1	1	1	2	2	0	0
3rd Quarter 2016	New Haven County	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	6	5	1	2	0	1	1	2	0	0	0
3rd Quarter 2016	New Haven County	55	55.20	First-Line Enlisted Military Supervisors/Managers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	New Haven County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	6	3	3	3	1	0	0	0	2	0	0
3rd Quarter 2016	New Haven County	99	99	Unknown/Unclassifiable Occupations	2	1340	506	834	132	178	246	417	118	228	10	11
3rd Quarter 2016	New Haven County	99	99.90	Unknown/Unclassifiable Occupations	3	1340	506	834	132	178	246	417	118	228	10	11
3rd Quarter 2016	New London County	00	00	Total - All Occupations	1	3242	1584	1658	1051	1094	268	254	204	272	61	38
3rd Quarter 2016	New London County	11	11	Management Occupations	2	180	91	89	72	73	5	6	6	9	8	1
3rd Quarter 2016	New London County	11	11.10	Top Executives	3	22	10	12	8	9	1	2	0	0	1	1
3rd Quarter 2016	New London County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	29	18	11	15	10	1	0	1	1	1	0
3rd Quarter 2016	New London County	11	11.30	Operations Specialties Managers	3	43	23	20	16	17	1	1	2	2	4	0
3rd Quarter 2016	New London County	11	11.90	Other Management Occupations	3	83	39	44	32	36	2	3	3	5	2	0
3rd Quarter 2016	New London County	13	13	Business & Financial Operations Occupations	2	73	24	49	18	42	3	3	2	2	1	2
3rd Quarter 2016	New London County	13	13.10	Business Operations Specialists	3	41	11	30	6	26	2	2	2	2	1	0
3rd Quarter 2016	New London County	13	13.20	Financial Specialists	3	32	13	19	12	16	1	1	0	0	0	2
3rd Quarter 2016	New London County	15	15	Computer & Mathematical Occupations	2	46	32	14	24	10	1	2	5	1	2	1
3rd Quarter 2016	New London County	15	15.10	Computer Specialists	3	43	30	13	22	9	1	2	5	1	2	1
3rd Quarter 2016	New London County	15	15.20	Mathematical Scientists	3	3	2	1	2	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	17	17	Architecture & Engineering Occupations	2	74	67	7	50	4	7	1	7	1	3	1
3rd Quarter 2016	New London County	17	17.10	Architects, Surveyors, & Cartographers	3	1	1	0	0	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	17	17.20	Engineers	3	33	30	3	25	1	1	1	2	0	2	1
3rd Quarter 2016	New London County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	40	36	4	25	3	5	0	5	1	1	0
3rd Quarter 2016	New London County	19	19	Life, Physical, & Social Science Occupations	2	25	12	13	11	11	1	0	0	1	0	1
3rd Quarter 2016	New London County	19	19.10	Life Scientists	3	7	4	3	4	2	0	0	0	0	0	1
3rd Quarter 2016	New London County	19	19.20	Physical Scientists	3	3	0	3	0	3	0	0	0	0	0	0
3rd Quarter 2016	New London County	19	19.30	Social Scientists & Related Workers	3	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	19	19.40	Life, Physical, & Social Science Technicians	3	13	7	6	6	5	1	0	1	0	0	0
3rd Quarter 2016	New London County	21	21	Community & Social Services Occupations	2	80	22	58	14	36	6	16	2	6	0	0
3rd Quarter 2016	New London County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	80	22	58	14	36	6	16	2	6	0	0
3rd Quarter 2016	New London County	23	23	Legal Occupations	2	12	3	9	2	6	0	2	1	0	0	1
3rd Quarter 2016	New London County	23	23.10	Lawyers, Judges, & Related Workers	3	3	1	2	0	1	0	0	1	0	0	1
3rd Quarter 2016	New London County	23	23.20	Legal Support Workers	3	9	2	7	2	5	0	2	0	0	0	0
3rd Quarter 2016	New London County	25	25	Education, Training, & Library Occupations	2	76	17	59	15	41	2	7	0	10	0	1
3rd Quarter 2016	New London County	25	25.10	Postsecondary Teachers	3	11	7	4	6	3	1	1	0	0	0	0
3rd Quarter 2016	New London County	25	25.20	Primary, Secondary & Special Education Teachers	3	32	8	24	7	19	1	2	0	2	0	1
3rd Quarter 2016	New London County	25	25.30	Other Teachers & Instructors	3	7	0	7	0	4	0	1	0	2	0	0
3rd Quarter 2016	New London County	25	25.40	Librarians, Curators, & Archivists	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	25	25.90	Other Education, Training, & Library Occupations	3	25	2	23	2	14	0	3	0	6	0	0
3rd Quarter 2016	New London County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	38	22	16	18	15	1	0	1	1	2	0
3rd Quarter 2016	New London County	27	27.10	Art & Design Workers	3	14	6	8	4	7	0	0	1	1	1	0
3rd Quarter 2016	New London County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	8	6	2	5	2	0	0	0	0	1	0
3rd Quarter 2016	New London County	27	27.30	Media & Communication Workers	3	7	5	2	5	2	0	0	0	0	0	0
3rd Quarter 2016	New London County	27	27.40	Media & Communication Equipment Workers	3	9	5	4	4	4	1	0	0	0	0	0
3rd Quarter 2016	New London County	29	29	Healthcare Practitioners & Technical Occupations	2	97	17	80	16	63	0	4	0	10	1	3
3rd Quarter 2016	New London County	29	29.10	Health Diagnosing & Treating Practitioners	3	34	7	27	7	22	0	1	0	1	0	3

YQDescription	CountyName	Major Group	SOC Code	SOC Title	SOC Level	Total Job Seekers	Total Male Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hisp Male Job Seekers	Hisp Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
3rd Quarter 2016	New London County	29	29.20	Health Technologists & Technicians	3	63	10	53	9	41	0	3	0	9	1	0
3rd Quarter 2016	New London County	31	31	Healthcare Support Occupations	2	169	14	155	5	95	5	33	4	27	0	0
3rd Quarter 2016	New London County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	120	7	113	2	63	4	29	1	21	0	0
3rd Quarter 2016	New London County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	3	1	2	0	1	0	1	1	0	0	0
3rd Quarter 2016	New London County	31	31.90	Other Healthcare Support Occupations	3	45	6	39	3	30	1	3	2	6	0	0
3rd Quarter 2016	New London County	33	33	Protective Service Occupations	2	31	23	8	11	6	6	1	6	1	0	0
3rd Quarter 2016	New London County	33	33.20	Fire Fighting & Prevention Workers	3	3	3	0	2	0	1	0	0	0	0	0
3rd Quarter 2016	New London County	33	33.30	Law Enforcement Workers	3	5	4	1	2	0	0	1	2	0	0	0
3rd Quarter 2016	New London County	33	33.90	Other Protective Service Workers	3	23	16	7	7	6	5	0	4	1	0	0
3rd Quarter 2016	New London County	35	35	Food Preparation & Serving Related Occupations	2	219	108	111	56	86	27	13	22	10	3	2
3rd Quarter 2016	New London County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	17	9	8	7	4	2	3	0	1	0	0
3rd Quarter 2016	New London County	35	35.20	Cooks & Food Preparation Workers	3	87	51	36	20	28	17	3	12	5	2	0
3rd Quarter 2016	New London County	35	35.30	Food & Beverage Serving Workers	3	83	27	56	20	49	4	4	3	2	0	1
3rd Quarter 2016	New London County	35	35.90	Other Food Preparation & Serving Related Workers	3	28	19	9	7	4	4	3	7	1	1	1
3rd Quarter 2016	New London County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	101	57	44	31	17	14	7	10	20	2	0
3rd Quarter 2016	New London County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	12	6	6	2	5	3	1	1	0	0	0
3rd Quarter 2016	New London County	37	37.20	Building Cleaning & Pest Control Workers	3	67	31	36	16	12	9	6	5	18	1	0
3rd Quarter 2016	New London County	37	37.30	Grounds Maintenance Workers	3	19	19	0	13	0	2	0	3	0	1	0
3rd Quarter 2016	New London County	39	39	Personal Care & Service Occupations	2	101	30	71	11	42	5	10	9	14	5	5
3rd Quarter 2016	New London County	39	39.10	Supervisors of Personal Care & Service Workers	3	4	2	2	1	1	0	0	1	1	0	0
3rd Quarter 2016	New London County	39	39.20	Animal Care & Service Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	39	39.30	Entertainment Attendants & Related Workers	3	27	12	15	4	4	2	4	2	3	4	4
3rd Quarter 2016	New London County	39	39.50	Personal Appearance Workers	3	8	3	5	1	3	0	0	2	2	0	0
3rd Quarter 2016	New London County	39	39.60	Transportation, Tourism, & Lodging Attendants	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	39	39.90	Other Personal Care & Service Workers	3	60	13	47	5	32	3	6	4	8	1	1
3rd Quarter 2016	New London County	41	41	Sales & Related Occupations	2	239	102	137	58	98	13	12	24	25	7	2
3rd Quarter 2016	New London County	41	41.10	Supervisors of Sales Workers	3	30	18	12	16	11	0	0	0	0	2	1
3rd Quarter 2016	New London County	41	41.20	Retail Sales Workers	3	133	43	90	15	58	6	11	19	20	3	1
3rd Quarter 2016	New London County	41	41.30	Sales Representatives, Services	3	19	8	11	6	8	1	1	1	2	0	0
3rd Quarter 2016	New London County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	49	29	20	20	18	4	0	4	2	1	0
3rd Quarter 2016	New London County	41	41.90	Other Sales & Related Workers	3	6	3	3	0	3	2	0	0	0	1	0
3rd Quarter 2016	New London County	43	43	Office & Administrative Support Occupations	2	370	94	276	55	208	25	28	11	35	3	5
3rd Quarter 2016	New London County	43	43.10	Supervisors of Office & Administrative Support Workers	3	4	0	4	0	3	0	0	0	1	0	0
3rd Quarter 2016	New London County	43	43.30	Financial Clerks	3	30	2	28	2	23	0	3	4	2	0	0
3rd Quarter 2016	New London County	43	43.40	Information & Record Clerks	3	125	27	98	14	71	8	13	4	12	1	2
3rd Quarter 2016	New London County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	66	50	16	28	11	15	3	6	2	1	0
3rd Quarter 2016	New London County	43	43.60	Secretaries & Administrative Assistants	3	68	2	66	2	52	0	4	0	8	0	2
3rd Quarter 2016	New London County	43	43.90	Other Office & Administrative Support Workers	3	76	13	63	9	47	2	5	1	10	1	1
3rd Quarter 2016	New London County	45	45	Farming, Fishing, & Forestry Occupations	2	8	6	2	4	2	0	0	2	0	0	0
3rd Quarter 2016	New London County	45	45.10	Supervisors of Farming, Fishing, & Forestry Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	45	45.20	Agricultural Workers	3	4	3	1	1	1	0	0	2	0	0	0
3rd Quarter 2016	New London County	45	45.40	Forest, Conservation, & Logging Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	47	47	Construction & Extraction Occupations	2	250	237	13	192	9	21	3	20	1	4	0
3rd Quarter 2016	New London County	47	47.10	Supervisors of Construction & Extraction Workers	3	3	3	0	2	0	0	0	1	0	0	0
3rd Quarter 2016	New London County	47	47.20	Construction Trades Workers	3	189	179	10	147	7	15	2	14	1	3	0
3rd Quarter 2016	New London County	47	47.30	Helpers, Construction Trades	3	51	48	3	39	2	5	1	4	0	0	0
3rd Quarter 2016	New London County	47	47.40	Other Construction & Related Workers	3	6	6	0	3	0	1	0	1	0	1	0
3rd Quarter 2016	New London County	47	47.50	Extraction Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	49	49	Installation, Maintenance, & Repair Occupations	2	107	102	5	74	3	10	0	15	2	3	0
3rd Quarter 2016	New London County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	4	3	1	2	0	0	0	1	1	0	0
3rd Quarter 2016	New London County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	10	9	1	5	1	1	0	3	0	0	0
3rd Quarter 2016	New London County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	31	30	1	23	1	1	0	4	0	2	0
3rd Quarter 2016	New London County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	62	60	2	44	1	8	0	7	1	1	0
3rd Quarter 2016	New London County	51	51	Production Occupations	2	189	145	44	106	21	18	7	13	15	8	1
3rd Quarter 2016	New London County	51	51.10	Supervisors of Production Workers	3	10	9	1	8	0	0	0	1	1	0	0
3rd Quarter 2016	New London County	51	51.20	Assemblers & Fabricators	3	20	12	8	5	2	2	1	4	5	1	0
3rd Quarter 2016	New London County	51	51.30	Food Processing Workers	3	7	2	5	2	3	0	0	0	2	0	0

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3rd Quarter 2016	New London County	51	51.40	Metal Workers & Plastic Workers	3	86	73	13	54	7	11	2	4	4	4	0
3rd Quarter 2016	New London County	51	51.50	Printing Workers	3	5	4	1	4	1	0	0	0	0	0	0
3rd Quarter 2016	New London County	51	51.60	Textile, Apparel, & Furnishings Workers	3	11	3	8	1	4	2	2	0	1	0	1
3rd Quarter 2016	New London County	51	51.80	Plant & System Operators	3	6	6	0	6	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	51	51.90	Other Production Occupations	3	42	35	7	26	3	2	2	4	2	3	0
3rd Quarter 2016	New London County	53	53	Transportation & Material Moving Occupations	2	198	144	54	99	42	26	3	16	7	3	2
3rd Quarter 2016	New London County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	53	53.30	Motor Vehicle Operators	3	104	68	36	52	30	9	1	6	3	1	2
3rd Quarter 2016	New London County	53	53.40	Rail Transportation Workers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	53	53.50	Water Transportation Workers	3	4	4	0	4	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	53	53.60	Other Transportation Workers	3	7	4	3	2	2	0	0	2	1	0	0
3rd Quarter 2016	New London County	53	53.70	Material Moving Workers	3	76	61	15	36	10	16	2	7	3	2	0
3rd Quarter 2016	New London County	55	55	Military Specific Occupations	2	9	7	2	5	1	1	0	1	1	0	0
3rd Quarter 2016	New London County	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	New London County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	7	5	2	3	1	1	0	1	1	0	0
3rd Quarter 2016	New London County	99	99	Unknown/Unclassifiable Occupations	2	550	208	342	104	163	71	96	27	73	6	10
3rd Quarter 2016	New London County	99	99.90	Unknown/Unclassifiable Occupations	3	550	208	342	104	163	71	96	27	73	6	10
3rd Quarter 2016	Tolland County	00	00	Total - All Occupations	1	964	488	476	422	407	22	30	30	28	14	11
3rd Quarter 2016	Tolland County	11	11	Management Occupations	2	63	35	28	31	27	1	1	1	0	2	0
3rd Quarter 2016	Tolland County	11	11.10	Top Executives	3	9	7	2	6	2	1	0	0	0	0	0
3rd Quarter 2016	Tolland County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	11	5	6	5	6	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	11	11.30	Operations Specialties Managers	3	16	7	9	6	8	0	1	0	0	1	0
3rd Quarter 2016	Tolland County	11	11.90	Other Management Occupations	3	27	16	11	14	11	0	0	1	0	1	0
3rd Quarter 2016	Tolland County	13	13	Business & Financial Operations Occupations	2	34	17	17	15	14	0	1	2	2	0	0
3rd Quarter 2016	Tolland County	13	13.10	Business Operations Specialists	3	22	10	12	8	10	0	1	2	1	0	0
3rd Quarter 2016	Tolland County	13	13.20	Financial Specialists	3	12	7	5	7	4	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	15	15	Computer & Mathematical Occupations	2	30	17	13	13	11	0	0	1	1	3	1
3rd Quarter 2016	Tolland County	15	15.10	Computer Specialists	3	29	17	12	13	10	0	0	1	1	3	1
3rd Quarter 2016	Tolland County	15	15.20	Mathematical Scientists	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	17	17	Architecture & Engineering Occupations	2	24	23	1	21	1	0	0	2	0	0	0
3rd Quarter 2016	Tolland County	17	17.20	Engineers	3	12	12	0	11	0	0	0	1	0	0	0
3rd Quarter 2016	Tolland County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	12	11	1	10	1	0	0	1	0	0	0
3rd Quarter 2016	Tolland County	19	19	Life, Physical, & Social Science Occupations	2	16	10	6	10	5	0	0	0	0	0	1
3rd Quarter 2016	Tolland County	19	19.10	Life Scientists	3	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	19	19.20	Physical Scientists	3	7	5	2	5	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	19	19.30	Social Scientists & Related Workers	3	1	0	1	0	0	0	0	0	0	0	1
3rd Quarter 2016	Tolland County	19	19.40	Life, Physical, & Social Science Technicians	3	6	4	2	4	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	21	21	Community & Social Services Occupations	2	18	3	15	3	11	0	3	0	1	0	0
3rd Quarter 2016	Tolland County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	16	1	15	1	11	0	3	0	1	0	0
3rd Quarter 2016	Tolland County	21	21.20	Religious Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	23	23	Legal Occupations	2	6	1	5	1	5	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	23	23.10	Lawyers, Judges, & Related Workers	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	23	23.20	Legal Support Workers	3	3	0	3	0	3	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	25	25	Education, Training, & Library Occupations	2	28	7	21	7	20	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	25	25.10	Postsecondary Teachers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	25	25.20	Primary, Secondary & Special Education Teachers	3	14	5	9	5	9	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	25	25.30	Other Teachers & Instructors	3	4	0	4	0	4	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	25	25.40	Librarians, Curators, & Archivists	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	25	25.90	Other Education, Training, & Library Occupations	3	6	1	5	1	4	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	13	7	6	7	6	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	27	27.10	Art & Design Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	4	1	3	1	3	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	27	27.30	Media & Communication Workers	3	4	3	1	3	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	27	27.40	Media & Communication Equipment Workers	3	3	2	1	2	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	27	27.90	Other Arts, Design, Entertainment, Sports, & Media Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	29	29	Healthcare Practitioners & Technical Occupations	2	30	5	25	4	21	1	2	0	1	0	1
3rd Quarter 2016	Tolland County	29	29.10	Health Diagnosing & Treating Practitioners	3	15	2	13	2	12	0	0	0	1	0	0

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	Tolland County	29	29.20	Health Technologists & Technicians	3	14	2	12	1	9	1	2	0	0	0	1
3rd Quarter 2016	Tolland County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	31	31	Healthcare Support Occupations	2	43	4	39	3	29	0	6	1	4	0	0
3rd Quarter 2016	Tolland County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	26	3	23	2	15	0	5	1	3	0	0
3rd Quarter 2016	Tolland County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	31	31.90	Other Healthcare Support Occupations	3	15	1	14	1	12	0	1	0	1	0	0
3rd Quarter 2016	Tolland County	33	33	Protective Service Occupations	2	12	8	4	7	3	0	0	1	1	0	0
3rd Quarter 2016	Tolland County	33	33.20	Fire Fighting & Prevention Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	33	33.30	Law Enforcement Workers	3	4	3	1	3	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	33	33.90	Other Protective Service Workers	3	7	4	3	3	2	0	0	1	1	0	0
3rd Quarter 2016	Tolland County	35	35	Food Preparation & Serving Related Occupations	2	44	17	27	14	24	2	1	0	1	1	1
3rd Quarter 2016	Tolland County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	5	3	2	3	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	35	35.20	Cooks & Food Preparation Workers	3	17	8	9	8	8	0	0	0	0	0	1
3rd Quarter 2016	Tolland County	35	35.30	Food & Beverage Serving Workers	3	19	5	14	3	12	1	1	0	1	1	0
3rd Quarter 2016	Tolland County	35	35.90	Other Food Preparation & Serving Related Workers	3	3	1	2	0	2	1	0	0	0	0	0
3rd Quarter 2016	Tolland County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	12	8	4	8	3	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	37	37.20	Building Cleaning & Pest Control Workers	3	7	3	4	3	3	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	37	37.30	Grounds Maintenance Workers	3	5	5	0	5	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	39	39	Personal Care & Service Occupations	2	12	4	8	4	8	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	39	39.30	Entertainment Attendants & Related Workers	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	39	39.90	Other Personal Care & Service Workers	3	9	2	7	2	7	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	41	41	Sales & Related Occupations	2	69	34	35	29	28	1	3	4	0	0	4
3rd Quarter 2016	Tolland County	41	41.10	Supervisors of Sales Workers	3	10	2	8	2	6	0	0	0	0	0	2
3rd Quarter 2016	Tolland County	41	41.20	Retail Sales Workers	3	25	7	18	6	14	0	2	1	0	0	2
3rd Quarter 2016	Tolland County	41	41.30	Sales Representatives, Services	3	7	6	1	6	0	0	1	0	0	0	0
3rd Quarter 2016	Tolland County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	21	14	7	13	7	0	0	1	0	0	0
3rd Quarter 2016	Tolland County	41	41.90	Other Sales & Related Workers	3	4	3	1	1	1	1	0	1	0	0	0
3rd Quarter 2016	Tolland County	43	43	Office & Administrative Support Occupations	2	164	41	123	31	107	4	8	6	6	0	2
3rd Quarter 2016	Tolland County	43	43.10	Supervisors of Office & Administrative Support Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	43	43.20	Communications Equipment Operators	3	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	43	43.30	Financial Clerks	3	17	4	13	3	11	1	0	0	2	0	0
3rd Quarter 2016	Tolland County	43	43.40	Information & Record Clerks	3	50	8	42	6	35	0	6	2	0	0	1
3rd Quarter 2016	Tolland County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	26	15	11	11	9	2	0	2	1	0	1
3rd Quarter 2016	Tolland County	43	43.60	Secretaries & Administrative Assistants	3	33	1	32	1	28	0	2	0	2	0	0
3rd Quarter 2016	Tolland County	43	43.90	Other Office & Administrative Support Workers	3	33	10	23	7	22	1	0	2	1	0	0
3rd Quarter 2016	Tolland County	45	45	Farming, Fishing, & Forestry Occupations	2	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	45	45.20	Agricultural Workers	3	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	47	47	Construction & Extraction Occupations	2	82	81	1	76	1	2	0	2	0	1	0
3rd Quarter 2016	Tolland County	47	47.10	Supervisors of Construction & Extraction Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	47	47.20	Construction Trades Workers	3	55	54	1	52	1	1	0	1	0	0	0
3rd Quarter 2016	Tolland County	47	47.30	Helpers, Construction Trades	3	22	22	0	19	0	1	0	1	0	1	0
3rd Quarter 2016	Tolland County	47	47.40	Other Construction & Related Workers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	49	49	Installation, Maintenance, & Repair Occupations	2	35	34	1	28	1	3	0	3	0	0	0
3rd Quarter 2016	Tolland County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	2	2	0	1	0	0	0	1	0	0	0
3rd Quarter 2016	Tolland County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	17	16	1	13	1	3	0	0	0	0	0
3rd Quarter 2016	Tolland County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	15	15	0	13	0	0	0	2	0	0	0
3rd Quarter 2016	Tolland County	51	51	Production Occupations	2	63	46	17	42	15	0	0	2	2	2	0
3rd Quarter 2016	Tolland County	51	51.10	Supervisors of Production Workers	3	2	1	1	1	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	51	51.20	Assemblers & Fabricators	3	6	3	3	3	2	0	0	0	1	0	0
3rd Quarter 2016	Tolland County	51	51.30	Food Processing Workers	3	3	2	1	2	1	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	51	51.40	Metal Workers & Plastic Workers	3	30	29	1	27	1	0	0	1	0	1	0
3rd Quarter 2016	Tolland County	51	51.50	Printing Workers	3	3	2	1	1	1	0	0	0	0	1	0
3rd Quarter 2016	Tolland County	51	51.60	Textile, Apparel, & Furnishings Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	51	51.90	Other Production Occupations	3	18	8	10	7	9	0	0	1	1	0	0
3rd Quarter 2016	Tolland County	53	53	Transportation & Material Moving Occupations	2	89	51	38	38	34	7	1	3	3	3	0
3rd Quarter 2016	Tolland County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	2	2	0	2	0	0	0	0	0	0	0

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3rd Quarter 2016	Tolland County	53	53.20	Air Transportation Workers	3	1	0	1	0	0	0	1	0	0	0	0
3rd Quarter 2016	Tolland County	53	53.30	Motor Vehicle Operators	3	67	36	31	30	28	3	0	0	3	3	0
3rd Quarter 2016	Tolland County	53	53.40	Rail Transportation Workers	3	2	2	0	1	0	0	0	1	0	0	0
3rd Quarter 2016	Tolland County	53	53.50	Water Transportation Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Tolland County	53	53.70	Material Moving Workers	3	16	10	6	4	6	4	0	2	0	0	0
3rd Quarter 2016	Tolland County	99	99	Unknown/Unclassifiable Occupations	2	75	34	41	29	32	1	4	2	4	2	1
3rd Quarter 2016	Tolland County	99	99.90	Unknown/Unclassifiable Occupations	3	75	34	41	29	32	1	4	2	4	2	1
3rd Quarter 2016	Windham County	00	00	Total - All Occupations	1	2046	1013	1033	684	713	59	38	252	275	18	7
3rd Quarter 2016	Windham County	11	11	Management Occupations	2	74	43	31	37	27	2	0	3	4	1	0
3rd Quarter 2016	Windham County	11	11.10	Top Executives	3	11	7	4	5	4	1	0	1	0	0	0
3rd Quarter 2016	Windham County	11	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	3	7	4	3	4	3	0	0	0	0	0	0
3rd Quarter 2016	Windham County	11	11.30	Operations Specialties Managers	3	24	13	11	10	9	1	0	1	2	1	0
3rd Quarter 2016	Windham County	11	11.90	Other Management Occupations	3	32	19	13	18	11	0	0	1	2	0	0
3rd Quarter 2016	Windham County	13	13	Business & Financial Operations Occupations	2	21	10	11	7	10	1	1	2	0	0	0
3rd Quarter 2016	Windham County	13	13.10	Business Operations Specialists	3	11	6	5	3	5	1	0	2	0	0	0
3rd Quarter 2016	Windham County	13	13.20	Financial Specialists	3	10	4	6	4	5	0	1	0	0	0	0
3rd Quarter 2016	Windham County	15	15	Computer & Mathematical Occupations	2	13	10	3	8	3	0	0	1	0	1	0
3rd Quarter 2016	Windham County	15	15.10	Computer Specialists	3	13	10	3	8	3	0	0	1	0	1	0
3rd Quarter 2016	Windham County	17	17	Architecture & Engineering Occupations	2	32	27	5	20	5	2	0	5	0	0	0
3rd Quarter 2016	Windham County	17	17.10	Architects, Surveyors, & Cartographers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	17	17.20	Engineers	3	11	11	0	10	0	1	0	0	0	0	0
3rd Quarter 2016	Windham County	17	17.30	Drafters, Engineering, & Mapping Technicians	3	20	15	5	9	5	1	0	5	0	0	0
3rd Quarter 2016	Windham County	19	19	Life, Physical, & Social Science Occupations	2	12	6	6	6	5	0	1	0	0	0	0
3rd Quarter 2016	Windham County	19	19.10	Life Scientists	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	19	19.20	Physical Scientists	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	19	19.30	Social Scientists & Related Workers	3	1	0	1	0	0	0	1	0	0	0	0
3rd Quarter 2016	Windham County	19	19.40	Life, Physical, & Social Science Technicians	3	7	4	3	4	3	0	0	0	0	0	0
3rd Quarter 2016	Windham County	21	21	Community & Social Services Occupations	2	48	19	29	12	20	3	3	4	6	0	0
3rd Quarter 2016	Windham County	21	21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	3	46	18	28	11	19	3	3	4	6	0	0
3rd Quarter 2016	Windham County	21	21.20	Religious Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Windham County	23	23	Legal Occupations	2	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	23	23.10	Lawyers, Judges, & Related Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Windham County	23	23.20	Legal Support Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Windham County	25	25	Education, Training, & Library Occupations	2	38	14	24	8	19	1	1	4	3	1	1
3rd Quarter 2016	Windham County	25	25.10	Postsecondary Teachers	3	5	3	2	2	2	0	0	1	0	0	0
3rd Quarter 2016	Windham County	25	25.20	Primary, Secondary & Special Education Teachers	3	13	3	10	2	8	0	1	0	1	1	0
3rd Quarter 2016	Windham County	25	25.30	Other Teachers & Instructors	3	5	2	3	1	2	0	0	1	1	0	0
3rd Quarter 2016	Windham County	25	25.90	Other Education, Training, & Library Occupations	3	15	6	9	3	7	1	0	2	1	0	1
3rd Quarter 2016	Windham County	27	27	Arts, Design, Entertainment, Sports, & Media Occupations	2	20	8	12	5	10	0	0	2	2	1	0
3rd Quarter 2016	Windham County	27	27.10	Art & Design Workers	3	6	3	3	1	3	0	0	1	0	1	0
3rd Quarter 2016	Windham County	27	27.20	Entertainers & Performers, Sports & Related Workers	3	7	2	5	1	3	0	0	1	2	0	0
3rd Quarter 2016	Windham County	27	27.30	Media & Communication Workers	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	27	27.40	Media & Communication Equipment Workers	3	4	2	2	2	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	29	29	Healthcare Practitioners & Technical Occupations	2	28	3	25	1	21	0	0	2	4	0	0
3rd Quarter 2016	Windham County	29	29.10	Health Diagnosing & Treating Practitioners	3	10	1	9	0	7	0	0	1	2	0	0
3rd Quarter 2016	Windham County	29	29.20	Health Technologists & Technicians	3	15	1	14	1	12	0	0	0	2	0	0
3rd Quarter 2016	Windham County	29	29.90	Other Healthcare Practitioners & Technical Occupations	3	3	1	2	0	2	0	0	1	0	0	0
3rd Quarter 2016	Windham County	31	31	Healthcare Support Occupations	2	86	13	73	11	52	0	5	2	16	0	0
3rd Quarter 2016	Windham County	31	31.10	Nursing, Psychiatric, & Home Health Aides	3	62	7	55	5	38	0	5	2	12	0	0
3rd Quarter 2016	Windham County	31	31.20	Occupational & Physical Therapist Assistants & Aides	3	2	1	1	1	0	0	0	0	1	0	0
3rd Quarter 2016	Windham County	31	31.90	Other Healthcare Support Occupations	3	22	5	17	5	14	0	0	0	3	0	0
3rd Quarter 2016	Windham County	33	33	Protective Service Occupations	2	21	13	8	12	4	0	1	1	3	0	0
3rd Quarter 2016	Windham County	33	33.20	Fire Fighting & Prevention Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	33	33.30	Law Enforcement Workers	3	4	4	0	3	0	0	0	1	0	0	0
3rd Quarter 2016	Windham County	33	33.90	Other Protective Service Workers	3	16	8	8	8	4	0	1	0	3	0	0
3rd Quarter 2016	Windham County	35	35	Food Preparation & Serving Related Occupations	2	106	47	59	29	49	4	2	12	7	2	1
3rd Quarter 2016	Windham County	35	35.10	Supervisors of Food Preparation & Serving Workers	3	9	6	3	4	3	0	0	2	0	0	0

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3rd Quarter 2016	Windham County	35	35.20	Cooks & Food Preparation Workers	3	52	29	23	18	19	3	1	7	2	1	1
3rd Quarter 2016	Windham County	35	35.30	Food & Beverage Serving Workers	3	40	9	31	6	25	1	1	2	5	0	0
3rd Quarter 2016	Windham County	35	35.90	Other Food Preparation & Serving Related Workers	3	5	3	2	1	2	0	0	1	0	1	0
3rd Quarter 2016	Windham County	37	37	Building & Grounds Cleaning & Maintenance Occupations	2	53	26	27	12	19	0	0	14	8	0	0
3rd Quarter 2016	Windham County	37	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	3	3	2	1	2	1	0	0	0	0	0	0
3rd Quarter 2016	Windham County	37	37.20	Building Cleaning & Pest Control Workers	3	40	16	24	5	17	0	0	11	7	0	0
3rd Quarter 2016	Windham County	37	37.30	Grounds Maintenance Workers	3	10	8	2	5	1	0	0	3	1	0	0
3rd Quarter 2016	Windham County	39	39	Personal Care & Service Occupations	2	62	12	50	7	35	1	1	4	13	0	1
3rd Quarter 2016	Windham County	39	39.20	Animal Care & Service Workers	3	4	1	3	0	3	1	0	0	0	0	0
3rd Quarter 2016	Windham County	39	39.30	Entertainment Attendants & Related Workers	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	39	39.50	Personal Appearance Workers	3	7	2	5	0	4	0	0	2	1	0	0
3rd Quarter 2016	Windham County	39	39.90	Other Personal Care & Service Workers	3	48	8	40	6	26	0	1	2	12	0	1
3rd Quarter 2016	Windham County	41	41	Sales & Related Occupations	2	129	42	87	30	61	2	3	8	23	2	0
3rd Quarter 2016	Windham County	41	41.10	Supervisors of Sales Workers	3	7	6	1	4	1	0	0	2	0	0	0
3rd Quarter 2016	Windham County	41	41.20	Retail Sales Workers	3	93	23	70	15	45	1	3	5	22	2	0
3rd Quarter 2016	Windham County	41	41.30	Sales Representatives, Services	3	7	2	5	2	4	0	0	0	1	0	0
3rd Quarter 2016	Windham County	41	41.40	Sales Representatives, Wholesale & Manufacturing	3	20	10	10	8	10	1	0	1	0	0	0
3rd Quarter 2016	Windham County	41	41.90	Other Sales & Related Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	43	43	Office & Administrative Support Occupations	2	244	79	165	51	130	8	1	20	34	0	0
3rd Quarter 2016	Windham County	43	43.10	Supervisors of Office & Administrative Support Workers	3	5	0	5	0	5	0	0	0	0	0	0
3rd Quarter 2016	Windham County	43	43.30	Financial Clerks	3	33	2	31	1	24	0	0	1	7	0	0
3rd Quarter 2016	Windham County	43	43.40	Information & Record Clerks	3	71	16	55	10	45	3	1	3	9	0	0
3rd Quarter 2016	Windham County	43	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	3	80	55	25	35	15	5	0	15	10	0	0
3rd Quarter 2016	Windham County	43	43.60	Secretaries & Administrative Assistants	3	31	2	29	2	25	0	0	0	4	0	0
3rd Quarter 2016	Windham County	43	43.90	Other Office & Administrative Support Workers	3	24	4	20	3	16	0	0	1	4	0	0
3rd Quarter 2016	Windham County	45	45	Farming, Fishing, & Forestry Occupations	2	19	14	5	2	2	0	0	12	3	0	0
3rd Quarter 2016	Windham County	45	45.20	Agricultural Workers	3	18	14	4	2	1	0	0	12	3	0	0
3rd Quarter 2016	Windham County	45	45.40	Forest, Conservation, & Logging Workers	3	1	0	1	0	1	0	0	0	0	0	0
3rd Quarter 2016	Windham County	47	47	Construction & Extraction Occupations	2	112	103	9	87	6	1	1	14	2	1	0
3rd Quarter 2016	Windham County	47	47.10	Supervisors of Construction & Extraction Workers	3	2	0	2	0	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	47	47.20	Construction Trades Workers	3	93	87	6	74	3	0	1	12	2	1	0
3rd Quarter 2016	Windham County	47	47.30	Helpers, Construction Trades	3	16	15	1	12	1	1	0	2	0	0	0
3rd Quarter 2016	Windham County	47	47.40	Other Construction & Related Workers	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	49	49	Installation, Maintenance, & Repair Occupations	2	64	60	4	42	0	5	0	11	4	2	0
3rd Quarter 2016	Windham County	49	49.10	Supervisors of Installation, Maintenance, & Repair Workers	3	3	2	1	2	0	0	0	0	1	0	0
3rd Quarter 2016	Windham County	49	49.20	Electrical & Electronic Equipment Mechanics, Installers	3	4	4	0	2	0	1	0	0	0	1	0
3rd Quarter 2016	Windham County	49	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	3	24	23	1	16	0	2	0	4	1	1	0
3rd Quarter 2016	Windham County	49	49.90	Other Installation, Maintenance & Repair Occupations	3	32	30	2	21	0	2	0	7	2	0	0
3rd Quarter 2016	Windham County	51	51	Production Occupations	2	178	140	38	111	26	3	1	24	10	2	1
3rd Quarter 2016	Windham County	51	51.10	Supervisors of Production Workers	3	8	8	0	5	0	0	0	3	0	0	0
3rd Quarter 2016	Windham County	51	51.20	Assemblers & Fabricators	3	18	13	5	12	4	1	0	0	1	0	0
3rd Quarter 2016	Windham County	51	51.30	Food Processing Workers	3	3	1	2	1	2	0	0	0	0	0	0
3rd Quarter 2016	Windham County	51	51.40	Metal Workers & Plastic Workers	3	86	73	13	61	10	1	0	11	3	0	0
3rd Quarter 2016	Windham County	51	51.50	Printing Workers	3	5	3	2	3	0	0	1	0	1	0	0
3rd Quarter 2016	Windham County	51	51.60	Textile, Apparel, & Furnishings Workers	3	6	3	3	2	1	0	0	1	2	0	0
3rd Quarter 2016	Windham County	51	51.70	Woodworkers	3	3	3	0	3	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	51	51.80	Plant & System Operators	3	2	2	0	0	0	1	0	1	0	0	0
3rd Quarter 2016	Windham County	51	51.90	Other Production Occupations	3	46	34	12	24	8	0	0	8	3	2	1
3rd Quarter 2016	Windham County	53	53	Transportation & Material Moving Occupations	2	148	109	39	72	33	5	0	30	6	2	0
3rd Quarter 2016	Windham County	53	53.10	Supervisors of Transportation & Material Moving Workers	3	3	3	0	2	0	0	0	1	0	0	0
3rd Quarter 2016	Windham County	53	53.30	Motor Vehicle Operators	3	87	60	27	42	23	3	0	14	4	1	0
3rd Quarter 2016	Windham County	53	53.60	Other Transportation Workers	3	3	3	0	2	0	0	0	1	0	0	0
3rd Quarter 2016	Windham County	53	53.70	Material Moving Workers	3	54	43	11	26	9	2	0	14	2	1	0
3rd Quarter 2016	Windham County	55	55	Military Specific Occupations	2	2	2	0	2	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	55	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	55	55.30	Military Enlisted Tactical Operations & Air/Weapon	3	1	1	0	1	0	0	0	0	0	0	0
3rd Quarter 2016	Windham County	99	99	Unknown/Unclassifiable Occupations	2	534	213	321	112	174	21	17	77	127	3	3

YQDescription	CountyName	Major Group	SOC Code	SOCTitle	SOC Level	TotalJob Seekers	TotalMale JobSeekers	TotalFemale JobSeekers	WhiteMale JobSeekers	WhiteFemale JobSeekers	BlackMale JobSeekers	BlackFemale JobSeekers	HispMale JobSeekers	HispFemale JobSeekers	OtherMale JobSeekers	OtherFemale JobSeekers
3rd Quarter 2016	Windham County	99	99.90	Unknown/Unclassifiable Occupations	3	534	213	321	112	174	21	17	77	127	3	3

2014-2015 NCAA Race and Gender Demographics Report (Division 1)

Summary of Sports Represented at UConn **

Head Coaches - Men's Teams									
Sport	WM	WF	BM	BF	HM	HF	AM	AF	Total
Baseball	266	0	14	0	8	0	2	0	290
Basketball	249	0	91	0	3	0	1	0	344
Cross Country	222	21	47	10	7	1	1	0	309
Football	207	0	38	0	1	0	5	0	251
Golf	274	3	13	0	0	0	3	0	293
Ice Hockey	56	0	0	0	0	0	0	0	56
Soccer	171	0	10	0	9	0	1	0	191
Swimming	125	11	3	0	2	0	2	0	143
Tennis	203	2	14	3	11	0	6	0	239
Track, Indoor	177	12	52	11	3	0	2	0	257
Track, Outdoor	191	14	55	12	6	0	2	0	280
Total	2141	63	337	36	50	1	25	0	2653
Head Coaches - Women's Teams									
Sport	WM	WF	BM	BF	HM	HF	AM	AF	Total
Basketball	118	138	29	51	1	2	1	0	340
Cross Country	220	44	49	20	7	1	1	0	342
Field Hockey	7	57	0	1	0	3	1	0	69
Ice Hockey	26	7	0	0	0	0	0	0	33
Lacrosse	10	90	0	3	0	0	1	2	106
Rowing	53	27	2	0	1	0	3	1	87
Soccer	212	80	10	2	7	1	4	1	317
Softball	88	169	6	10	3	4	2	4	286
Swimming	163	29	2	1	2	1	1	0	199
Tennis	163	85	15	6	10	3	9	6	297
Track, Indoor	198	32	57	26	3	0	3	0	319
Track, Outdoor	200	35	56	27	6	0	3	0	327
Volleyball	153	115	5	24	6	5	11	2	321
Total	1611	908	231	171	46	20	40	16	3043

** Detailed report following

2014-2015 NCAA Race and Gender Demographics Report (Division 1)

Summary of Sports Represented at UConn **

Assistant Coaches - Men's Teams									
Sport	WM	WF	BM	BF	HM	HF	AM	AF	Total
Baseball	685	3	28	1	23	1	11	0	752
Basketball	549	10	475	1	10	0	8	0	1053
Cross Country	277	101	61	33	14	1	6	2	495
Football	1816	34	892	4	36	0	51	0	2833
Golf	204	14	5	0	1	0	3	0	227
Ice Hockey	138	0	0	0	0	0	0	0	138
Soccer	362	4	21	0	38	1	2	0	428
Swimming	240	94	5	2	8	0	7	3	359
Tennis	148	13	10	0	9	0	10	0	190
Track, Indoor	581	161	192	84	20	3	3	1	1045
Track, Outdoor	619	177	205	89	20	3	5	2	1120
Total	5619	611	1894	214	179	9	106	8	8640
Assistant Coaches - Women's Teams									
Sport	WM	WF	BM	BF	HM	HF	AM	AF	Total
Basketball	195	334	131	312	8	9	1	8	998
Cross Country	264	124	57	42	14	2	5	2	510
Field Hockey	22	99	0	0	1	1	0	1	124
Ice Hockey	28	33	0	0	0	0	0	1	62
Lacrosse	18	175	0	3	0	1	0	2	199
Rowing	52	139	0	3	1	2	1	2	200
Soccer	258	278	15	11	13	5	2	8	590
Softball	116	386	10	28	8	16	1	8	573
Swimming	257	173	8	3	6	2	7	9	465
Tennis	91	86	10	4	10	6	12	11	230
Track, Indoor	635	211	212	110	22	2	4	3	1199
Track, Outdoor	641	211	221	111	20	3	5	3	1215
Volleyball	233	259	17	43	13	11	29	10	615
Total	2810	2508	681	670	116	60	67	68	6980

** Detailed report following

Trainers and Strength Coaches									
Sport	WM	WF	BM	BF	HM	HF	AM	AF	Total
Head Athletic Trainer	269	64	13	7	11	0	7	0	371
Assistant/Associate Athletic Trainer	883	885	53	69	42	30	47	42	2051
Strength Coach	1011	180	191	18	26	5	21	4	1456
Total	2163	1129	257	94	79	35	75	46	3878



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Head Coaches

2015 - 2016 Division I All Conferences Figures

Men's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Baseball	266	0	14	0	0	0	1	0	8	0	1	0	2	0	0	0	4	0	296	0
Basketball	249	0	91	0	1	0	0	0	3	0	0	0	0	0	0	0	4	0	348	0
Cross Country	222	21	47	10	0	0	1	0	7	1	0	0	2	0	3	0	4	0	286	32
Fencing	17	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	20	2
Football	207	0	38	0	2	0	1	0	1	0	2	0	1	0	0	0	4	0	256	0
Golf	274	3	13	0	0	0	3	0	0	0	0	0	0	0	2	0	4	0	296	3
Gymnastics	15	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	16	0
Ice Hockey	56	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	59	0
Lacrosse	66	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	69	0
Rifle	15	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	16	2
Rowing	26	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	28	0
Skiing	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0
Soccer	171	0	10	0	0	0	1	0	9	0	0	0	1	0	9	0	3	0	204	0
Swimming	125	11	3	0	0	0	2	0	2	0	0	0	0	0	2	0	2	0	136	11
Tennis	203	2	14	3	3	0	3	0	11	0	0	0	1	0	19	0	5	1	259	6
Track, Indoor	177	12	52	11	1	0	1	0	3	0	0	0	1	0	2	0	4	0	241	23
Track, Outdoor	191	14	55	12	1	0	1	0	6	0	0	0	1	0	2	0	4	0	261	26
Volleyball	17	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	20	1
Water Polo	19	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	23	0
Wrestling	70	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	1	0	77	0
Other	34	3	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	38	3

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Basketball	118	138	29	51	0	0	1	0	1	2	0	0	1	1	1	1	1	3	152	196
Bowling	8	11	11	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	15
Cross Country	220	44	49	20	0	0	1	0	7	1	0	0	1	1	3	1	4	0	285	67
Fencing	19	3	0	1	0	0	1	0	0	0	0	0	0	0	0	0	2	0	22	4
Field Hockey	7	57	0	1	0	0	0	1	0	3	0	0	1	0	1	4	1	2	10	68
Golf	86	147	9	0	1	0	1	5	0	3	0	0	0	3	1	4	0	2	98	164
Gymnastics	26	31	1	0	0	1	2	1	0	0	0	0	0	1	0	0	1	0	30	34
Ice Hockey	26	7	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	28	8
Lacrosse	10	90	0	3	0	1	1	1	0	0	0	0	0	0	0	1	0	3	11	99
Rifle	17	6	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	18	6
Rowing	53	27	2	0	0	0	3	1	1	0	0	0	1	1	1	1	1	0	62	30
Sand Volleyball	27	15	0	2	0	0	0	0	0	1	0	0	0	0	0	0	1	1	28	19
Skiing	15	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	1
Soccer	212	80	10	2	1	0	3	1	7	1	0	0	2	3	3	3	3	1	241	91
Softball	88	169	6	10	1	1	0	1	3	4	1	2	0	3	0	1	2	4	101	195

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Swimming	163	29	2	1	0	0	1	0	2	1	0	0	1	0	2	0	3	1	174	32
Tennis	163	85	15	6	3	1	5	5	10	3	1	0	0	2	10	7	5	5	212	114
Track, Indoor	198	32	57	26	1	0	2	0	3	0	0	0	1	1	2	1	4	0	268	60
Track, Outdoor	200	35	56	27	1	0	2	0	6	0	0	0	1	1	2	2	4	0	272	65
Volleyball	153	115	5	24	0	0	7	0	6	5	4	2	2	0	5	0	4	3	186	149
Water Polo	23	5	1	0	0	0	0	0	1	0	0	0	1	1	0	0	0	0	26	6
Other	29	25	0	0	0	0	0	0	1	0	0	1	0	0	1	1	4	0	35	27

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Assistant Coaches

2015 - 2016 Division I All Conferences Figures

Men's Teams																																								
Sport	White				Black				American Indian/Alaskan Native				Asian				Hispanic/Latino				Native Hawaiian/Pacific Islander				Two or More Races				Nonresident Alien				Other				Total			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
Baseball	685	3	28	1	2	0	5	0	23	1	2	0	4	0	1	0	16	0	766	5																				
Basketball	549	10	475	1	2	0	5	0	10	0	1	0	5	0	9	0	16	0	1,072	11																				
Cross Country	277	101	61	33	1	1	5	1	14	1	0	0	0	0	4	0	7	2	369	139																				
Fencing	25	5	1	0	0	0	2	0	0	0	0	0	0	0	3	0	7	1	38	6																				
Football	1,816	34	892	4	6	0	3	0	36	0	42	0	23	1	0	0	74	2	2,892	41																				
Golf	204	14	5	0	0	0	3	1	1	0	0	0	0	0	7	1	5	0	225	16																				
Gymnastics	19	0	1	0	0	0	2	0	3	0	0	0	0	0	1	0	0	0	26	0																				
Ice Hockey	138	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0	3	0	148	0																				
Lacrosse	160	3	2	0	0	0	0	0	1	0	0	0	1	0	1	0	6	0	171	3																				
Rifle	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	4																				
Rowing	43	7	0	0	0	0	0	0	0	0	0	0	0	0	1	0	7	0	51	7																				
Skiing	14	5	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	17	6																				
Soccer	362	4	21	0	0	0	2	0	38	1	0	0	2	0	25	1	19	0	469	6																				
Swimming	240	94	5	2	0	0	7	2	8	0	0	1	0	1	6	1	4	3	270	104																				
Tennis	148	13	10	0	0	0	10	0	9	0	0	0	4	0	47	12	11	1	239	26																				
Track, Indoor	581	161	192	84	0	1	3	0	20	3	0	0	2	4	12	5	23	3	833	261																				
Track, Outdoor	619	177	205	89	0	1	5	1	20	3	0	0	3	4	12	5	23	3	887	283																				
Volleyball	30	2	2	0	0	0	3	0	0	0	1	0	0	0	1	0	3	0	40	2																				
Water Polo	22	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0	2	0	27	3																				
Wrestling	136	2	14	0	0	0	3	0	9	0	0	0	0	0	0	0	9	0	171	2																				
Other	76	9	2	0	0	0	0	0	0	0	0	0	1	0	0	0	5	1	84	10																				

Women's Teams																																								
Sport	White				Black				American Indian/Alaskan Native				Asian				Hispanic/Latino				Native Hawaiian/Pacific Islander				Two or More Races				Nonresident Alien				Other				Total			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
Basketball	195	334	131	312	0	1	1	7	8	9	0	1	3	13	4	7	5	8	347	692																				
Bowling	10	6	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	10																				
Cross Country	264	124	57	42	1	1	4	1	14	2	0	0	1	0	4	1	7	2	352	173																				
Fencing	27	8	1	0	0	0	2	0	0	0	0	0	0	0	3	0	7	2	40	10																				
Field Hockey	22	99	0	0	0	0	0	1	1	1	0	0	1	2	9	7	5	3	38	113																				
Golf	85	97	3	0	0	0	0	9	1	3	1	0	1	1	6	6	1	5	98	121																				
Gymnastics	49	51	2	3	0	0	0	1	0	3	1	0	0	0	1	1	2	5	55	64																				
Ice Hockey	28	33	0	0	0	0	0	1	0	0	0	0	1	2	2	6	0	1	31	43																				
Lacrosse	18	175	0	3	0	0	0	1	0	1	0	1	0	2	0	2	1	10	19	195																				
Rifle	7	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	6																				
Rowing	52	139	0	3	0	0	1	2	1	2	0	0	0	1	2	3	2	5	58	155																				
Sand Volleyball	21	26	1	5	0	0	2	0	1	1	0	0	1	1	1	1	3	0	30	34																				
Skiing	12	5	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	1	15	7																				

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Soccer	258	278	15	11	0	1	2	5	13	5	0	2	1	3	23	19	15	11	327	335
Softball	116	386	10	28	1	0	0	5	8	16	0	3	1	8	0	3	3	13	139	462
Swimming	257	173	8	3	0	0	7	8	6	2	0	1	2	2	7	1	10	4	297	194
Tennis	91	86	10	4	0	0	12	11	10	6	0	0	1	1	30	31	9	6	163	145
Track, Indoor	635	211	212	110	0	1	4	1	22	2	0	1	5	4	13	7	20	5	911	342
Track, Outdoor	641	211	221	111	0	1	5	1	20	3	0	1	5	4	12	7	22	5	926	344
Volleyball	233	259	17	43	2	0	18	3	13	11	9	7	8	9	9	11	11	10	320	353
Water Polo	12	19	0	0	0	0	1	0	0	1	0	1	0	1	2	0	1	3	16	25
Other	36	40	0	1	0	0	0	1	0	0	0	0	0	0	0	0	6	4	42	46

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Athletics Administrative Staff

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Position	n	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
		M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Assistant or Associate Athletic Trainer	2,116	883	855	53	69	1	1	46	41	42	30	0	0	21	12	4	2	28	28	1,078	1,038
Head Athletic Trainer	379	269	64	13	7	0	0	7	0	11	0	0	0	2	1	1	0	4	0	307	72
Strength Coach	1,532	1,011	180	191	18	3	0	12	4	26	5	6	0	14	3	6	2	43	8	1,312	220

* In 1990, the NCAA began collecting annual demographic data on each member institution utilizing the NCAA Certification of Compliance Form. Each institution was required to return this form to the national office. In 1995, legislation was passed at the NCAA Convention that eliminated this requirement. The Institution Staff Demographic Form was developed to gather this vital information; however, completion of this form was voluntary. Therefore, starting in 1995, only a sample of the population is represented in the Biennial reports. Since the form on which the information is collected changed slightly and there was no longer a census, the Minority Opportunities and Interests Committee (MOIC) decided to use 1995 as baseline data and calculate the aggregate figures every other year to measure broad changes over time. The 1997-98, 1999-00, 2001-02, 2003-04 and the 2005-06 reports were all created from the Institution Staff Demographic Form.

The 2008-09 academic year marked another change in the way the gender, race and ethnicity data were collected. Similar to 1990, race and ethnicity data are required to be reported from the membership on official information forms. Therefore, all member schools are represented in this report and the collection is available annually.

The gender, race and ethnicity for all coaching and administrative positions within the athletics department were reported for each school. Coaching staff includes both full- and part-time positions and volunteers. Individuals with multiple administrative or coaching duties are counted for each position. Therefore, the total percentages reported in the tables reflect the number of positions, not necessarily the total number of individuals.

[« Search Again](#)

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2013

	Total	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female	2+ Male	2+ Female
Faculty (instruction/research/public service)	1,410,151	580,507	544,160	41,650	63,083	33,833	33,878	62,827	50,213	4,986	5,894
Instruction	1,329,439	548,254	517,400	40,227	60,805	32,000	31,941	54,651	44,161	4,668	5,536
Research	56,095	22,988	17,061	726	1,016	1,228	1,254	6,918	4,904	240	269
Public service	24,617	9,265	9,699	697	1,262	605	683	1,258	1,148	78	89
Graduate assistants	233,925	89,556	88,765	5,687	8,624	7,495	8,679	12,653	12,466	2,138	2,515
Librarians, curators, and archivists	42,840	10,365	24,663	727	2,560	741	1,397	595	1,792	145	345
Student and academic affairs and other education services	148,224	35,629	72,715	5,944	14,057	4,070	8,193	2,654	4,962	617	1,312
Management	244,259	90,723	105,352	9,092	15,567	5,423	7,641	4,631	5,830	718	1,113
Business and financial operations	185,041	37,401	97,900	4,773	16,765	3,954	10,909	3,322	10,017	497	1,378
Computer, engineering, and science	211,687	98,156	58,294	7,723	6,810	8,158	5,621	14,055	12,870	1,332	796
Community, social service, legal, arts, design, entertainment, sports, and media	158,573	55,221	66,060	8,432	10,387	4,453	7,290	2,376	4,354	752	1,179
Healthcare practitioners and technicians	112,339	21,321	57,310	2,838	9,518	2,207	5,152	4,946	9,047	234	521
Service occupations	230,192	80,391	50,799	30,391	25,534	17,817	14,897	5,748	4,615	1,006	704
Sales and related occupations	14,473	3,349	6,320	977	1,750	507	995	212	363	88	204
Office and administrative support	449,405	46,419	259,510	12,377	60,238	10,148	39,298	4,923	16,492	1,869	5,993
Natural resources, construction, and maintenance	72,711	51,604	3,989	7,068	1,175	5,989	533	2,101	252	536	49
Production, transportation, and material moving	18,652	10,863	2,184	2,331	669	1,607	270	623	105	100	34
Total	4,942,623	1,792,012	1,982,181	181,660	299,820	140,235	178,631	184,493	183,591	20,004	27,931

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2014, Human Resources component, Fall Staff section. (This table was prepared March 2015.)

DIGEST OF EDUCATION STATISTICS
2013
TABLE 315.20
Without 2 or more Races
FACULTY

RANK	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	176,837	122,439	54,397	102,520	46,057	4,018	2,647	3,669	1,935	12,232	3,758
Associate Professor	148,410	83,358	65,052	65,320	51,497	4,321	4,491	3,533	2,848	10,184	6,216
Assistant Professor	149,019	72,566	76,453	54,700	57,562	4,169	6,373	3,506	3,624	10,191	8,894
Instructor	93,762	40,350	53,412	32,014	41,845	2,714	4,734	2,888	3,452	2,734	3,381
Lecturer	33,749	15,089	18,660	12,464	14,989	760	968	834	1,181	1,031	1,522
Other Faculty	125,904	64,468	61,436	49,894	46,629	2,923	5,070	2,768	2,979	8,883	6,758

Table	Total	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Table 324.30. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and field of study: 2014-15	153,524	52,065	56,847	4,467	8,811	5,011	6,246	8,743	11,334
Table 324.60. Degrees conferred by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2013-14 Pharmacy (Pharm.D.)	13,359	3,215	4,906	410	606	256	355	1,329	2,282
Table 324.60. Degrees conferred by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2013-14 Law (LL.B or J.D.)	41,702	17,589	13,376	1,253	1,966	1,863	2,024	1,591	2,040
Table 323.40. Master's degrees conferred by postsecondary institutions, by race/ethnicity and field of study: 2014-15	626,984	168,152	264,954	26,317	60,948	21,349	37,335	20,813	27,116

August 1, 2016

Attorney Tanya Hughes, Executive Director
Connecticut Commission on Human Rights and Opportunities
25 Sigourney Street
Hartford, CT 06106

Dr. Valerie Kennedy
Connecticut Commission on Human Rights and Opportunities
Office of Affirmative Action

**RE: Letter of Commitment, 2015 Affirmative Action Plan for the
University of Connecticut**

The University of Connecticut submits this Letter of Commitment in accordance with Connecticut Agencies Regulations § 46a-68-108 and confirms acceptance of the Commission's recommendations regarding the 2015 Affirmative Action Plan for Employment.

The University's 2015 Affirmative Action Plan was found to be in compliance by CHRO Reviewer Valerie Kennedy. Dr. Kennedy's proposals and recommendations concerning the Availability Analysis, Utilization Analysis, and Goals Analysis sections have been reviewed, and will be implemented in the 2016 Plan. Moreover, we will schedule a technical assistance meeting with Dr. Kennedy to comply with the requirement of responding to the CHRO proposals for achieving compliance in our Affirmative Action Plan.

I want to emphasize the University of Connecticut's strong commitment to affirmative action, equal employment opportunity and diversity on campus. We look forward to continuing to work proactively with CHRO to enhance our Affirmative Action Plans for Employment and better meet our compliance obligations. We are deeply appreciative of your continuing support of the University in our endeavors to reach our affirmative action goals and implement programs fostering diversity and inclusion in all aspects of the University workforce.

Please do not hesitate to contact our Office of Institutional Equity at 860-486-2943 with further questions.

Sincerely,



Susan Herbst