

AVAILABILITY ANALYSIS

Section 46a-68-84

This section was found to be in compliance in the previous submission and the proposals/recommendations were the following: Job titles that give zero weight to the promotable pool should be reviewed for the next filing to determine if this is still an accurate weight. For example, University Director had nine promotions during this reporting period and three (3) promotions last filing yet no weight or goals went toward promotions.

Job groups that had zero weight to the promotable pool were reviewed to determine if they had an accurate weight, and were adjusted accordingly.

Availability analyses were conducted by occupational category for each labor market area. Separate analyses were performed for payroll titles with a significant number of employees.

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 a 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 statewide and national. Statewide data was used for professional non-faculty and technical-paraprofessional categories. Local labor markets were used for secretarial-clerical, qualified craft workers, protective services, and service maintenance categories.

In accordance with regulations, the following were consulted in determining availability computations:

1. Employment figures (immediate labor market area).
2. Unemployment figures (immediate labor market area).
3. Racial and sexual composition of persons in feeder groups who are promotable and/or transferable.
4. Population figures (local, state, national).
5. Other relevant sources (e.g. Digest of Education Statistics, national).
6. Educational, technical, and training program graduates and participants figures (national).

General client population data was not found to be a significant factor in the calculation of availability.

The three predominantly weighted factors were:

1. Those employed, with requisite skills in the immediate labor market area (local, state, national as appropriate).

2. Those unemployed with requisite skills in the immediate labor market area.
3. Those employees currently in the workforce who are promotable and transferable.
4. Population figures summary of occupations in the immediate labor market area.

For those position classifications that incorporate two or more titles, additional computation forms were included to more accurately reflect availability in these job classifications.

The sources used for the raw statistics listed in the availability worksheets are as follows:

1. Connecticut Occupational Statistics 2000 of the Civilian Labor Forces Census of Population and Housing EEO File.
2. Connecticut Labor Force Data for Affirmative Action Plans, 2nd Quarter 2017.
3. Percentage of promotable and transferable employees in a relevant feeder group for each job classification.
4. Employees in Degree-Granting Institutions by Race/Ethnicity, Primary Occupation, Sex, Employment Status, and Control and Type of Institution; U.S. Department of Education National Center for Education Statistics Integrated Postsecondary Education Data System.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEM	
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
Employment	56.8	0.20	11.4	43.2	0.20	8.6	51.5	0.20	10.3	37.9	0.20	7.6	1.7	0.20	0.3	2.4	0.20
Unemployment	52.2	0.05	2.6	47.8	0.05	2.4	38.2	0.05	1.9	31.9	0.05	1.6	6.0	0.05	0.3	8.2	0.05
National Education Data	44.4	0.50	22.2	55.6	0.50	27.8	36.3	0.50	18.1	43.1	0.50	21.5	3.7	0.50	1.9	6.5	0.50
Promotable Pool	42.9	0.25	10.7	57.1	0.25	14.3	39.3	0.25	9.8	53.6	0.25	13.4	3.6	0.25	0.9	3.6	0.25
FINAL AVAIL. FACTOR			46.9			53.1			40.2			44.1			3.4		

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE							
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF					
Employment	1.9	0.20	0.4	1.3	0.20	0.3	1.8	0.20	0.4	1.6	0.20	0.3					
Unemployment	6.3	0.05	0.3	6.8	0.05	0.3	1.6	0.05	0.1	0.9	0.05	0.0					
National Education Data	2.3	0.50	1.2	3.5	0.50	1.7	2.0	0.50	1.0	2.6	0.50	1.3					
Promotable Pool	0.0	0.25	0.0	0.0	0.25	0.0	0.0	0.25	0.0	0.0	0.25	0.0					
FINAL AVAIL. FACTOR			1.9			2.3			1.4			1.7					

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation Statewide, Managerial Occupations (List of sources attached)	20% Higher value weight, since data is more specific to occupations in category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Management - Table 314.40	50% Weight based on national scope of recruitment searches in this category.
Promotable Pool	Promotions occur from employees in University Director title.	25% Positions are filled by promotions into category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1A. EXECUTIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Operations Specialities Managers (113000)	42519	25851	16668	23445	14575	744	910	875	528	787	655
Medical & Health Services Managers (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
TOTAL	48711	27685	21026	25095	18480	804	1154	925	623	861	769
PERCENTAGE	100.0	56.8	43.2	51.5	37.9	1.7	2.4	1.9	1.3	1.8	1.6

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	2072	1081	991	791	662	125	170	131	141	34	18
PERCENTAGE	100.0	52.2	47.8	38.2	31.9	6.0	8.2	6.3	6.8	1.6	0.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Fall 2015, Management	247713	109897	137816	89,887	106,697	9,251	16,008	5,798	8,664	4,961	6,447
PERCENTAGE	100.0	44.4	55.6	36.3	43.1	3.7	6.5	2.3	3.5	2.0	2.6

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
University Director	28	12	16	11	15	1	1	0	0	0	0
PERCENTAGE	100.0	42.9	57.1	39.3	53.6	3.6	3.6	0.0	0.0	0.0	0.0

UNIVERSITY OF CONNECTICUT HEALTH
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IALE
WF
0.5
0.4
3.2
0.9
5.0
100.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERISTY DIRECTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEM	
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
Employment	49.3	0.25	12.3	50.7	0.25	12.7	44.3	0.25	11.1	44.7	0.25	11.2	1.6	0.25	0.4	2.9	0.25
Unemployment	52.2	0.05	2.6	47.8	0.05	2.4	38.2	0.05	1.9	31.9	0.05	1.6	6.0	0.05	0.3	8.2	0.05
National Education Data	44.4	0.20	8.9	55.6	0.20	11.1	36.3	0.20	7.3	43.1	0.20	8.6	3.7	0.20	0.7	6.5	0.20
Promotable Pool	17.6	0.50	8.8	82.4	0.50	41.2	17.6	0.50	8.8	76.5	0.50	38.2	0.0	0.50	0.0	0.0	0.50
FINAL AVAIL. FACTOR			32.6			67.4			29.1			59.6			1.5		

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE							
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF					
Employment	1.7	0.25	0.4	1.5	0.25	0.4	1.7	0.25	0.4	1.7	0.25	0.4					
Unemployment	6.3	0.05	0.3	6.8	0.05	0.3	1.6	0.05	0.1	0.9	0.05	0.0					
National Education Data	2.3	0.20	0.5	3.5	0.20	0.7	2.0	0.20	0.4	2.6	0.20	0.5					
Promotable Pool	0.0	0.50	0.0	0.0	0.50	0.0	0.0	0.50	0.0	5.9	0.50	3.0					
FINAL AVAIL. FACTOR			1.2			1.4			0.9			3.9					

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation Statewide, Managerial Occupations (List of sources attached)	25% Lower value weight, since data is more specific to occupations in category.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is is general in nature.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Management - Table 314.40	20% Weight based on national scope of recruitment searches in this category.
Promotable Pool	Promotions occur from employees in Nurse Manager and IT Project Manager titles.	50% Positions are filled by promotions into category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1B. UNIVERISTY DIRECTOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
MANAGERIAL OCCUP.											
Admin Services Managers (113011)	1634	1040	594	965	535	20	0	35	34	20	25
Financial Mgrs (113031)	18781	10618	8163	9705	7145	219	480	315	230	379	308
Human Resources Managers (113040)	6103	2630	3473	2170	3045	240	215	140	120	80	93
Medical & Health Services Managers (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
TOTAL	32710	16122	16588	14490	14630	539	939	540	479	553	540
PERCENTAGE	100.0	49.3	50.7	44.3	44.7	1.6	2.9	1.7	1.5	1.7	1.7

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
SOC Code 11.90	2072	1081	991	791	662	125	170	131	141	34	18
PERCENTAGE	100.0	52.2	47.8	38.2	31.9	6.0	8.2	6.3	6.8	1.6	0.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
National Education Data Table 314.40 - Fall 2015, Management	247713	109897	137816	89,887	106,697	9,251	16,008	5,798	8,664	4,961	6,447
PERCENTAGE	100.0	44.4	55.6	36.3	43.1	3.7	6.5	2.3	3.5	2.0	2.6

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Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Nurse Manager	12	1	11	1	11	0	0	0	0	0	0
IT Project Manager	5	2	3	2	2	0	0	0	0	0	1
TOTAL	17	3	14	3	13	0	0	0	0	0	1
PERCENTAGE	100.0	17.6	82.4	17.6	76.5	0.0	0.0	0.0	0.0	0.0	5.9

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IALE
WF
0.7
0.4
1.3
0.0
2.4
100.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

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	39.8	0.20	8.0	60.2	0.20	12.0	34.8	0.20	7.0	53.6	0.20	10.7	2.2	0.20	0.4	3.4	0.20	0.7
Unemployment	52.2	0.05	2.6	47.8	0.05	2.4	38.2	0.05	1.9	31.9	0.05	1.6	6.0	0.05	0.3	8.2	0.05	0.4
Promotable Pool	4.3	0.40	1.7	95.7	0.40	38.3	4.3	0.40	1.7	86.2	0.40	34.5	0.0	0.40	0.0	5.2	0.40	2.1
National Education Data	44.4	0.35	15.5	55.6	0.35	19.5	36.3	0.35	12.7	43.1	0.35	15.1	3.7	0.35	1.3	6.5	0.35	2.3
FINAL AVAIL. FACTOR			27.8			72.2			23.3			61.9			2.1			5.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.6	0.20	0.3	1.7	0.20	0.3	1.2	0.20	0.2	1.6	0.20	0.3						
Unemployment	6.3	0.05	0.3	6.8	0.05	0.3	1.6	0.05	0.1	0.9	0.05	0.0						
Promotable Pool	0.0	0.40	0.0	2.6	0.40	1.0	0.0	0.40	0.0	1.7	0.40	0.7						
National Education Data	2.3	0.35	0.8	3.5	0.35	1.2	2.0	0.35	0.7	2.6	0.35	0.9						
FINAL AVAIL. FACTOR			1.4			2.9			1.0			2.0						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation 2nd Otr 2015-Statewide												20% Higher value weight, since data is more specific to occupations in category.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 11.90 Other Management Occupations												5% Lower value weight, since available data is general in nature.					
Promotable Pool	Promotions occur from employees in Administrative Officer, Administrative Program Coordinator, and Assistant Nursing Manager titles.												40% are filled by promotions into category.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2015 Management - Table 314.40												35% Weight based on national scope of recruitment searches in this category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE
TITLE: 1C. MANAGERS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
MANAGERIAL OCCUP.											
Admin Services Mgrs (113011)	1634	1040	594	965	535	20	0	35	34	20	25
Human Resources Mgrs (113040)	6103	2630	3473	2170	3045	240	215	140	120	80	93
Medical & Health Services Mgrs (119111)	6192	1834	4358	1650	3905	60	244	50	95	74	114
Public Relations Mgr (112031)	991	433	558	410	505	15	45	8	4	0	4
TOTAL	14920	5937	8983	5195	7990	335	504	233	253	174	236
PERCENTAGE	100.0	39.8	60.2	34.8	53.6	2.2	3.4	1.6	1.7	1.2	1.6

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	2072	1081	991	791	662	125	170	131	141	34	18
PERCENTAGE	100.0	52.2	47.8	38.2	31.9	6.0	8.2	6.3	6.8	1.6	0.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Fall 2015, Management	247713	109897	137816	89,887	106,697	9,251	16,008	5,798	8,664	4,961	6,447
PERCENTAGE	100.0	44.4	55.6	36.3	43.1	3.7	6.5	2.3	3.5	2.0	2.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

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Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Assistant Nursing Manager	17	2	15	2	14	0	1	0	0	0	0
Administrative Officer	16	0	16	0	14	0	1	0	0	0	1
Admin Program	83	3	80	3	72	0	4	0	3	0	1
TOTAL	116	5	111	5	100	0	6	0	3	0	2
PERCENTAGE	100.0	4.3	95.7	4.3	86.2	0.0	5.2	0.0	2.6	0.0	1.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 2. FACULTY
TITLE: 2A. HEAD OF DEPARTMENT

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	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	76.8	0.70	53.8	23.2	0.70	16.2	65.3	0.70	45.7	18.9	0.70	13.3	1.1	0.70	0.7	1.1	0.70	0.7
National Education Data	66.7	0.25	16.7	33.3	0.25	8.3	54.2	0.25	13.6	26.9	0.25	6.7	2.3	0.25	0.6	1.8	0.25	0.5
FINAL AVAIL. FACTOR			74.3			25.7			62.4			20.8			1.4			1.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.1	1.0	0.05	0.05	8.5	0.05	0.4	4.9	0.05	0.2						
Promotable Pool	1.1	0.70	0.7	1.1	0.70	0.7	9.5	0.70	6.6	2.1	0.70	1.5						
National Education Data	2.3	0.25	0.6	1.5	0.25	0.4	7.9	0.25	2.0	3.0	0.25	0.8						
FINAL AVAIL. FACTOR			1.4			1.2			9.0			2.5						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	5% Data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Professor titles.	70% Positions are filled by promotions into category.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) 2014-2015 Table 324.60 and Table 324.70; Fall 2015, Table 315.20	25% Weight based on national scope of recruitment searches in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2A. HEAD OF DEPARTMENT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0	76.4	23.6	63.6	17.0	2.0	0.8	2.3	1.0	8.5	4.9

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Professor/Basic Sciences	47	33	14	28	11	0	0	0	1	5	2
Professor/Clinical	48	40	8	34	7	1	1	1	0	4	0
TOTAL	95	73	22	62	18	1	1	1	1	9	2
PERCENTAGE	100.0	76.8	23.2	65.3	18.9	1.1	1.1	1.1	1.1	9.5	2.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2015 Table 315.20 - Professors	176114	120776	55338	99,759	47,205	4,010	2,710	3,827	2,129	13,180	3,294
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry and Medicine	22891	11999	10892	8111	6417	503	930	781	830	2604	2715
TOTAL	199005	132775	66230	107870	53622	4513	3640	4608	2959	15784	6009
PERCENTAGE	100.0	66.7	33.3	54.2	26.9	2.3	1.8	2.3	1.5	7.9	3.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

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**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 2. FACULTY
TITLE: 2B. PROFESSOR

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	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	63.0	0.70	44.1	37.0	0.70	25.9	38.3	0.70	26.8	23.5	0.70	16.4	3.7	0.70	2.6	1.2	0.70	0.9
National Education Data	66.7	0.25	16.7	33.3	0.25	8.3	54.2	0.25	13.6	26.9	0.25	6.7	2.3	0.25	0.6	1.8	0.25	0.5
FINAL AVAIL. FACTOR			64.6			35.4			43.5			24.0			3.3			1.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.11	1.0	0.05	0.05	8.5	0.05	0.42	4.9	0.05	0.24						
Promotable Pool	3.7	0.70	2.6	2.5	0.70	1.7	17.3	0.70	12.1	9.9	0.70	6.9						
National Education Data	2.3	0.25	0.6	1.5	0.25	0.4	7.9	0.25	2.0	3.0	0.25	0.8						
FINAL AVAIL. FACTOR			3.3			2.1			14.5			7.9						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)											5% Value weight, since data is more specific to occupations in category.						
Promotable Pool	Candidates eligible for promotion from Associate Professor titles.											70% Promotions done from Associate Professor ranks.						
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) 2014-2015 Table 324.60 and Table 324.70; Fall 2015, Table 315.20											25% Educational Statistics have strong weight since specific degrees required to fill positions.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2B. PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0	76.4	23.6	63.6	17.0	2.0	0.8	2.3	1.0	8.5	4.9

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Assoc Prof/Basic Sciences	30	18	12	11	9	0	0	1	0	6	3
Assoc Prof/Clinical	51	33	18	20	10	3	1	2	2	8	5
TOTAL	81	51	30	31	19	3	1	3	2	14	8
PERCENTAGE	100.0	63.0	37.0	38.3	23.5	3.7	1.2	3.7	2.5	17.3	9.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 205 Table 315.20 - Professors	176114	120776	55338	99,759	47,205	4,010	2,710	3,827	2,129	13,180	3,294
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry and Medicine	22891	11999	10892	8111	6417	503	930	781	830	2604	2715
TOTAL	199005	132775	66230	107870	53622	4513	3640	4608	2959	15784	6009
PERCENTAGE	100.0	66.7	33.3	54.2	26.9	2.3	1.8	2.3	1.5	7.9	3.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

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	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	54.8	0.75	41.1	45.2	0.75	33.9	35.1	0.75	26.3	23.8	0.75	17.9	1.2	0.75	0.9	3.0	0.75	2.2
National Education Data	55.3	0.20	11.1	44.7	0.20	8.9	42.0	0.20	8.4	34.3	0.20	6.9	2.8	0.20	0.6	3.3	0.20	0.7
FINAL AVAIL. FACTOR			56.0			44.0			37.9			25.6			1.6			2.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.1	1.0	0.05	0.0	8.5	0.05	0.4	4.9	0.05	0.2						
Promotable Pool	4.2	0.75	3.1	3.6	0.75	2.7	14.3	0.75	10.7	14.9	0.75	11.2						
National Education Data	2.7	0.20	0.5	2.3	0.20	0.5	7.8	0.20	1.6	4.7	0.20	0.9						
FINAL AVAIL. FACTOR			3.8			3.2			12.7			12.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	5% Value weight, since data is more specific to occupations in category.
Promotable Pool	Candidates eligible for promotion from Assistant Professor titles.	75% Many promotions done from Assistant Professor ranks.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) 2014-2015 Table 324.60 and Table 324.70; Fall 2015, Table 315.20	20% Educational Statistics have strong weight since specific degrees required to fill positions.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2C. ASSOCIATE PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0	76.4	23.6	63.6	17.0	2.0	0.8	2.3	1.0	8.5	4.9

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Asst Professor/Basic Sciences	41	23	18	13	10	0	2	0	1	10	5
Asst Professor/Clinical	127	69	58	46	30	2	3	7	5	14	20
TOTAL	168	92	76	59	40	2	5	7	6	24	25
PERCENTAGE	100.0	54.8	45.2	35.1	23.8	1.2	3.0	4.2	3.6	14.3	14.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2015 Table 315.20 - Associate Professors	148732	82932	65800	64,010	52,501	4,333	4,744	3,800	3,167	10,789	5,388
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry and Medicine	22891	11999	10892	8111	6417	503	930	781	830	2604	2715
TOTAL	171623	94931	76692	72121	58918	4836	5674	4581	3997	13393	8103
PERCENTAGE	100.0	55.3	44.7	42.0	34.3	2.8	3.3	2.7	2.3	7.8	4.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 2. FACULTY
TITLE: 2D. ASSISTANT PROFESSOR

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	76.4	0.20	15.3	23.6	0.20	4.7	63.6	0.20	12.7	17.0	0.20	3.4	2.0	0.20	0.4	0.8	0.20	0.2
Promotable Pool	26.3	0.05	1.3	73.7	0.05	3.7	10.5	0.05	0.5	31.6	0.05	1.6	0.0	0.05	0.0	0.0	0.05	0.0
National Education Data	48.6	0.75	36.4	51.4	0.75	38.6	35.9	0.75	27.0	37.6	0.75	28.2	2.7	0.75	2.0	4.3	0.75	3.2
FINAL AVAIL. FACTOR			53.0			47.0			40.2			33.2			2.4			3.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.20	0.5	1.0	0.20	0.2	8.5	0.20	1.7	4.9	0.20	1.0						
Promotable Pool	5.3	0.05	0.3	21.1	0.05	1.1	10.5	0.05	0.5	21.1	0.05	1.1						
National Education Data	2.5	0.75	1.9	2.7	0.75	2.0	7.5	0.75	5.6	6.8	0.75	5.1						
FINAL AVAIL. FACTOR			2.6			3.3			7.8			7.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)											20% Value weight, since data is more specific to occupations in category.						
Promotable Pool	Candidates eligible for promotion from Instructor titles.											5% Promotions are filled by employees in the Remaining Titles category.						
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) 2014-2015 Table 324.60 and Table 324.70; Fall 2015, Table 315.20											75% Educational Statistics have weight since specific degrees required to fill positions.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2D. ASSISTANT PROFESSOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0	76.4	23.6	63.6	17.0	2.0	0.8	2.3	1.0	8.5	4.9

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Instructor/Basic Sciences	6	2	4	1	2	0	0	0	0	1	2
Instructor/Clinical	13	3	10	1	4	0	0	1	4	1	2
TOTAL	19	5	14	2	6	0	0	1	4	2	4
PERCENTAGE	100.0	26.3	73.7	10.5	31.6	0.0	0.0	5.3	21.1	10.5	21.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2015 Table 315.20 - Assistant Professors	153258	73602	79656	55,186	59,808	4,171	6,679	3,692	3,923	10,553	9,246
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry and Medicine	22891	11999	10892	8111	6417	503	930	781	830	2604	2715
TOTAL	176149	85601	90548	63297	66225	4674	7609	4473	4753	13157	11961
PERCENTAGE	100.0	48.6	51.4	35.9	37.6	2.7	4.3	2.5	2.7	7.5	6.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

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	76.4	0.65	49.6	23.6	0.65	15.4	63.6	0.65	41.4	17.0	0.65	11.1	2.0	0.65	1.3	0.8	0.65	0.5
Unemployment	16.5	0.10	1.6	83.5	0.10	8.4	9.2	0.10	0.9	57.0	0.10	5.7	2.7	0.10	0.3	13.2	0.10	1.3
National Education Data	44.8	0.25	11.2	55.2	0.25	13.8	34.1	0.25	8.5	40.9	0.25	10.2	2.6	0.25	0.7	4.9	0.25	1.2
FINAL AVAIL. FACTOR			62.5			37.5			50.8			27.0			2.2			3.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.65	1.5	1.0	0.65	0.6	8.5	0.65	5.5	4.9	0.65	3.2						
Unemployment	3.6	0.10	0.4	11.4	0.10	1.1	1.0	0.10	0.1	1.9	0.10	0.2						
National Education Data	3.4	0.25	0.8	4.0	0.25	1.0	4.7	0.25	1.2	5.5	0.25	1.4						
FINAL AVAIL. FACTOR			2.7			2.8			6.8			4.7						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)												65% Value weight has a higher weight since the majority of positions are filled from our residency programs.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Soc Code 29.10 Statewide												10% Value weight since some positions recruited from the unemployed pool.					
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) 2014-2015 Table 324.60 and Table 324.70; Fall 2015, Table 315.20												25% Educational Statistics have higher weight since specific degrees required to fill positions.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: 2. FACULTY
TITLE: 2E. INSTRUCTOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Physicians & Surgeons (291060)	11344	8400	2944	6830	2140	195	75	245	110	1130	619
Dentists (291020)	2359	2065	294	1890	190	80	30	65	25	30	49
TOTAL	13703	10465	3238	8720	2330	275	105	310	135	1160	668
PERCENTAGE	100.0	76.4	23.6	63.6	17.0	2.0	0.8	2.3	1.0	8.5	4.9

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
SOC Code 29.10	589	97	492	54	336	16	78	21	67	6	11
PERCENTAGE	100.0	16.5	83.5	9.2	57.0	2.7	13.2	3.6	11.4	1.0	1.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2015 Table 315.20 - Instructors	93215	40055	53160	31,457	41,030	2,570	4,710	3,118	3,763	2,910	3,657
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry and Medicine	22891	11999	10892	8111	6417	503	930	781	830	2604	2715
TOTAL	116106	52054	64052	39568	47447	3073	5640	3899	4593	5514	6372
PERCENTAGE	100.0	44.8	55.2	34.1	40.9	2.6	4.9	3.4	4.0	4.7	5.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

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	6.3	0.85	5.4	93.7	0.85	79.6	5.0	0.85	4.2	82.8	0.85	70.4	0.4	0.85	0.3	5.5	0.85	4.7
Unemployment	30.4	0.15	4.6	69.6	0.15	10.4	16.7	0.15	2.5	37.3	0.15	5.6	9.8	0.15	1.5	23.5	0.15	3.5
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			10.00			90.0			6.7			76.0			1.8			8.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.85	0.2	1.7	0.85	1.4	0.7	0.85	0.6	3.6	0.85	3.1						
Unemployment	2.9	0.15	0.4	7.8	0.15	1.2	1.0	0.15	0.2	1.0	0.15	0.2						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			0.6			2.6			0.8			3.3						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)												85% Recruitment is from the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations												15% Limited recruitment from the unemployed pool.					
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.												Positions are filled from promotions and transfers from the Staff Nurse classification - per CHRO promotions can only occur within the category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3A. REGISTERED NURSE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	100.0	6.3	93.7	5.0	82.8	0.4	5.5	0.3	1.7	0.7	3.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.90	102	31	71	17	38	10	24	3	8	1	1
PERCENTAGE	100.0	30.4	69.6	16.7	37.3	9.8	23.5	2.9	7.8	1.0	1.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3B. NURSING SUPERVISOR**

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	6.3	0.15	1.0	93.7	0.15	14.0	5.0	0.15	0.7	82.8	0.15	12	0.4	0.15	0.1	5.5	0.15	0.8
Unemployment	30.4	0.05	1.5	69.6	0.05	3.5	16.7	0.05	0.8	37.3	0.05	2	9.8	0.05	0.5	23.5	0.05	1.2
Promotable Pool	19.0	0.80	15.2	81.0	0.80	64.8	12.1	0.80	9.7	57.3	0.80	46	4.4	0.80	3.5	14.5	0.80	11.6
FINAL AVAIL. FACTOR			17.6			82.4			11.4			60.1			4.1			13.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.15	0.0	1.7	0.15	0.2	0.7	0.15	0.1	3.6	0.15	0.5						
Unemployment	2.9	0.05	0.1	7.8	0.05	0.4	1.0	0.05	0.0	1.0	0.05	0.0						
Promotable Pool	1.6	0.80	1.3	4.0	0.80	3.2	0.8	0.80	0.6	5.2	0.80	4.2						
FINAL AVAIL. FACTOR			1.5			3.9			0.8			4.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)											15% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations											5% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse and Correctional Nurse level.											80% Positions are filled by promotion or transfer from the Staff Nurse and Correctional Nurse classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3B. NURSING SUPERVISOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	1.0	6.3	93.7	5.0	82.8	0.4	5.5	0.3	1.7	0.7	3.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.90	102	31	71	17	38	10	24	3	8	1	1
PERCENTAGE	100.0	30.4	69.6	16.7	37.3	9.8	23.5	2.9	7.8	1.0	1.0

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Correctional Nurse	120	28	92	16	53	9	28	3	6	0	5
Staff Nurse Titles	128	19	109	14	89	2	8	1	4	2	8
Total	248	47	201	30	142	11	36	4	10	2	13
PERCENTAGE	100.0	19.0	81.0	12.1	57.3	4.4	14.5	1.6	4.0	0.8	5.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3C. SPECIALIZED NURSES

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	6.3	0.60	3.8	93.7	0.60	56.2	5.0	0.60	3.0	82.8	0.60	49.7	0.4	0.60	0.2	5.5	0.60	3.3
Unemployment	30.4	0.05	1.5	69.6	0.05	3.5	16.7	0.05	0.8	37.3	0.05	1.9	9.8	0.05	0.5	23.5	0.05	1.2
Promotable Pool	14.8	0.35	5.2	85.2	0.35	29.8	10.9	0.35	3.8	69.5	0.35	24.3	1.6	0.35	0.5	6.3	0.35	2.2
FINAL AVAIL. FACTOR			10.5			89.5			7.6			75.9			1.3			6.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.60	0.2	1.7	0.60	1.0	0.7	0.60	0.4	3.6	0.60	2.2						
Unemployment	2.9	0.05	0.1	7.8	0.05	0.4	1.0	0.05	0.0	1.0	0.05	0.0						
Promotable Pool	0.8	0.35	0.3	3.1	0.35	1.1	1.6	0.35	0.5	6.3	0.35	2.2						
FINAL AVAIL. FACTOR			0.6			2.5			1.0			4.4						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)												60% Applicant Pool is recruited on the state level.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations												5% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.												35% Promotions from Staff Nurse employees occur in this category.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3C. SPECIALIZED NURSES

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	1.0	6.3	93.7	5.0	82.8	0.4	5.5	0.3	1.7	0.7	3.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.90	102	31	71	17	38	10	24	3	8	1	1
PERCENTAGE	100.0	30.4	69.6	16.7	37.3	9.8	23.5	2.9	7.8	1.0	1.0

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Staff Nurse Titles	128	19	109	14	89	2	8	1	4	2	8
Total	128	19	109	14	89	2	8	1	4	2	8
PERCENTAGE	100.0	14.8	85.2	10.9	69.5	1.6	6.3	0.8	3.1	1.6	6.3

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3D. CLINICAL SUPERVISORS**

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	24.3	0.35	8.5	75.7	0.35	26.5	20.9	0.35	7.3	67.2	0.35	23.5	1.1	0.35	0.4	3.4	0.35	1.2
Unemployment	18.3	0.10	1.8	81.7	0.10	8.2	10.5	0.10	1.0	48.1	0.10	4.8	4.0	0.10	0.4	18.0	0.10	1.8
Promotable Pool	18.5	0.55	10.2	81.5	0.55	44.8	18.5	0.55	10.2	74.1	0.55	40.7	0.0	0.55	0.0	0.0	0.55	0.0
FINAL AVAIL. FACTOR			20.5			79.5			18.1			69.1			0.8			3.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.6	0.35	0.2	1.9	0.35	0.7	1.7	0.35	0.6	3.3	0.35	1.1						
Unemployment	3.2	0.10	0.3	13.9	0.10	1.4	0.7	0.10	0.1	1.6	0.10	0.2						
Promotable Pool	0.0	0.55	0.0	3.7	0.55	2.0	0.0	0.55	0.0	3.7	0.55	2.0						
FINAL AVAIL. FACTOR			0.5			4.1			0.7			3.3						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)											35% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations											10% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.											55% Positions are filled by promotions or transfers from the list of job titles that are attached.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3D. CLINICAL SUPERVISORS**

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
Diagnostic-Rel. Technologists & Techs. (292030)	3009	640	2369	500	2220	35	99	30	30	75	20
Occupational Therapists (291122)	1070	30	1040	30	1000	0	15	0	0	0	25
Pharmacists (291051)	2424	1294	1130	1265	1035	4	15	0	20	25	60
Physical Therapists (291123)	2311	418	1893	340	1755	44	35	0	45	34	58
Radiation Therapists (291124)	210	35	175	35	175	0	0	0	0	0	0
Recreational Therapists (291125)	629	64	565	50	535	10	10	0	20	4	0
TOTAL	13849	3359	10490	2890	9305	148	474	85	260	236	451
PERCENTAGE	1.0	24.3	75.7	20.9	67.2	1.1	3.4	0.6	1.9	1.7	3.3

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29	1477	271	1206	155	710	59	266	47	206	10	24
PERCENTAGE	100.0	18.3	81.7	10.5	48.1	4.0	18.0	3.2	13.9	0.7	1.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

**OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3D. CLINICAL SUPERVISORS**

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	HNPIM	HNPIF
Occupational Therapist 2	3	1	2	1	2	0	0	0	0	0	0
Physical Therapist 2	12	4	8	4	6	0	0	0	1	0	1
Research Facilitator	2	0	2	0	2	0	0	0	0	0	0
Social Worker 2	10	0	10	0	10	0	0	0	0	0	0
TOTAL	27	5	22	5	20	0	0	0	1	0	1
PERCENTAGE	100.0	18.5	81.5	18.5	74.1	0.0	0.0	0.0	3.7	0.0	3.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3E. CLINICAL GROUP**

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	24.4	0.50	12.2	75.6	0.50	37.8	20.9	0.50	10.4	67.1	0.50	33.5	1.0	0.50	0.5	3.3	0.50	1.7
Unemployment	18.3	0.10	1.8	81.7	0.10	8.2	10.5	0.10	1.0	48.1	0.10	4.8	4.0	0.10	0.4	18.0	0.10	1.8
Promotable Pool	19.4	0.05	1.0	80.6	0.05	4.0	14.1	0.05	0.7	61.7	0.05	3.1	1.5	0.05	0.1	8.7	0.05	0.4
National Education Data	42.1	0.35	14.8	57.9	0.35	20.2	29.3	0.35	10.2	39.0	0.35	13.7	2.0	0.35	0.7	4.4	0.35	1.5
FINAL AVAIL. FACTOR			29.7			70.3			22.4			55.1			1.7			5.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.50	0.4	2.1	0.50	1.1	1.7	0.50	0.8	3.1	0.50	1.6						
Unemployment	3.2	0.10	0.3	13.9	0.10	1.4	0.7	0.10	0.1	1.6	0.10	0.2						
Promotable Pool	0.5	0.05	0.0	3.9	0.05	0.2	3.4	0.05	0.2	6.3	0.05	0.3						
National Education Data	2.5	0.35	0.9	3.4	0.35	1.2	8.3	0.35	2.9	11.0	0.35	3.9						
FINAL AVAIL. FACTOR			1.7			3.8			4.0			5.9						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	50% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.	5% Positions are filled by promotion or transfer into the category from the employees in the titles listed below.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) 2014-2015, Table 324.30 and 324.35; 2014-2015, Table 324.60 and 324.70.	35% Based on the educational requirements in the positions within this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3E. CLINICAL GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
Diagnostic-Rel. Technologists & Techs. (292030)	3009	640	2369	500	2220	35	99	30	30	75	20
Occupational Therapists (291122)	1070	30	1040	30	1000	0	15	0	0	0	25
Pharmacists (291051)	2424	1294	1130	1265	1035	4	15	0	20	25	60
Physical Therapists (291123)	2311	418	1893	340	1755	44	35	0	45	34	58
Physician Assistants (291071)	982	255	727	205	640	0	20	40	55	10	12
Radiation Therapists (291124)	210	35	175	35	175	0	0	0	0	0	0
Recreational Therapists (291125)	629	64	565	50	535	10	10	0	20	4	0
TOTAL	14831	3614	11217	3095	9945	148	494	125	315	246	463
PERCENTAGE	100.0	24.4	75.6	20.9	67.1	1.0	3.3	0.8	2.1	1.7	3.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29	1477	271	1206	155	710	59	266	47	206	10	24
PERCENTAGE	100.0	18.3	81.7	10.5	48.1	4.0	18.0	3.2	13.9	0.7	1.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY

TITLE: 3E. CLINICAL GROUP

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Clinical Social Worker	44	9	35	9	25	0	7	0	2	0	1
Research Associate 1	21	7	14	2	9	0	1	0	1	5	3
Research Associate 2	11	4	7	3	4	1	1	0	1	0	1
Staff Nurse CN2	85	15	70	11	52	2	8	0	4	2	6
Staff Nurse CN3	43	5	38	4	35	0	1	1	0	0	2
Staff Nurse CN4	2	0	2	0	2	0	0	0	0	0	0
TOTAL	206	40	166	29	127	3	18	1	8	7	13
PERCENTAGE	100.0	19.4	80.6	14.1	61.7	1.5	8.7	0.5	3.9	3.4	6.3

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report - 2014-2015 Table 324.30 & 324.35 - Health professions and related programs	67180	27761	39419	19,336	26,902	1,352	3,023	1,668	2,280	5,405	7,214
Educational Statistics - IPEDS report 2014-2015 Table 324.60 & 324.70 - Dentistry	5221	2754	2467	1,865	1,362	93	147	172	200	624	758
TOTAL	72401	30515	41886	21201	28264	1445	3170	1840	2480	6029	7972
PERCENTAGE	100.00	42.15	57.85	29.28	39.04	2.00	4.38	2.54	3.43	8.33	11.01

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3F. RESEARCH**

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	58.3	0.85	49.6	41.7	0.85	35.4	39.8	0.85	33.8	29.6	0.85	25.1	1.0	0.85	0.8	3.3	0.85	2.8
Unemployment	30.4	0.15	4.6	69.6	0.15	10.4	16.7	0.15	2.5	37.3	0.15	5.6	9.8	0.15	1.5	23.5	0.15	3.5
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			54.2			45.8			36.3			30.7			2.3			6.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.85	2.0	0.5	0.85	0.5	15.2	0.85	13.0	8.2	0.85	7.0						
Unemployment	2.9	0.15	0.4	7.8	0.15	1.2	1.0	0.15	0.1	1.0	0.15	0.1						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			2.4			1.6			13.1			7.1						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	85% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations	15% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Positions are filled from promotions and transfers from the Research Assistant 3 classification.	Positions are filled from promotions and transfers from the Research Assistant 3 classification - per CHRO promotions can only occur within the category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3F. RESEARCH**

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Biological Technicians (194021)	145	85	60	70	50	0	0	0	0	15	10
Medical Scientists (191040)	2407	1404	1003	945	705	25	85	60	14	374	199
TOTAL	2552	1489	1063	1015	755	25	85	60	14	389	209
PERCENTAGE	100.00	58.3	41.7	39.8	29.6	1.0	3.3	2.4	0.5	15.2	8.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.90	102	31	71	17	38	10	24	3	8	1	1
PERCENTAGE	100.0	30.4	69.6	16.7	37.3	9.8	23.5	2.9	7.8	1.0	1.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3G. CLINICAL TECHNOLOGIST

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	20.9	0.85	17.8	79.1	0.85	67.2	16.0	0.85	13.6	61.6	0.85	52.4	1.3	0.85	1.1	7.1	0.85	6.1
Unemployment	18.2	0.15	2.7	81.8	0.15	12.3	10.7	0.15	1.6	42.8	0.15	6.4	4.2	0.15	0.6	20.9	0.15	3.1
FINAL AVAIL. FACTOR			20.5			79.5			15.2			58.8			1.7			9.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.85	1.1	3.5	0.85	2.9	2.3	0.85	2.0	6.9	0.85	5.8						
Unemployment	2.9	0.15	0.4	16.6	0.15	2.5	0.4	0.15	0.1	1.5	0.15	0.2						
FINAL AVAIL. FACTOR			1.6			5.4			2.0			6.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Clinical Lab Technologists & Technicians											85% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.20 Health Technologists & Technicians											15% Positions are filled by unemployed jobseekers.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3G. CLINICAL TECHNOLOGIST

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinical Lab Technologists & Techs. (292010)	4196	878	3318	670	2585	55	300	55	145	98	288
TOTAL	4196	878	3318	670	2585	55	300	55	145	98	288
PERCENTAGE	100.0	20.9	79.1	16.0	61.6	1.3	7.1	1.3	3.5	2.3	6.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.20	785	143	642	84	336	33	164	23	130	3	12
PERCENTAGE	100.0	18.2	81.8	10.7	42.8	4.2	20.9	2.9	16.6	0.4	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3H. FINANCE GROUP

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	51.0	0.45	23.0	49.0	0.45	22.0	45.8	0.45	20.6	41.0	0.45	18.5	2.3	0.45	1.1	3.4	0.45	1.6
Unemployment	48.8	0.15	7.3	51.2	0.15	7.7	36.5	0.15	5.5	34.7	0.15	5.2	4.8	0.15	0.7	8.4	0.15	1.3
Promotable Pool	7.2	0.40	2.9	92.8	0.40	37.1	2.9	0.40	1.2	71.0	0.40	28.4	1.4	0.40	0.6	11.6	0.40	4.6
FINAL AVAIL. FACTOR			33.2			66.8			27.2			52.1			2.3			7.4
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	1.6	0.45	0.7	1.7	0.45	0.7	2.8	0.45	1.3						
Unemployment	3.5	0.15	0.5	4.9	0.15	0.7	4.1	0.15	0.6	3.2	0.15	0.5						
Promotable Pool	0.0	0.40	0.0	10.1	0.40	4.1	2.9	0.40	1.2	0.0	0.40	0.0						
FINAL AVAIL. FACTOR			1.1			5.5			2.5			1.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)											45% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 13.20 Financial Specialists											15% Recruitment is from the jobseekers unemployed.						
Promotion/Transfer	Promotions filled from positions within the university, in the Patient Services Representative classification.											40% Positions are filled by promotion or transfer into this category from the Patient Services Rep. classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3H. FINANCE GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Accountants & Auditors (132011)	27962	13848	14114	12445	11825	664	985	335	485	404	819
Budget Analysis (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1977	1393	584	1265	480	40	55	4	10	84	39
Financial Examiners (132061)	144	95	49	80	35	0	10	15	4	0	0
TOTAL NUMBER	30551	15586	14965	13995	12540	714	1054	369	503	508	868
PERCENTAGE	100.0	51.0	49.0	45.8	41.0	2.3	3.4	1.2	1.6	1.7	2.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 13.20	1149	561	588	419	399	55	96	40	56	47	37
PERCENTAGE	100.0	48.8	51.2	36.5	34.7	4.8	8.4	3.5	4.9	4.1	3.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Lead Patient Services Rep.	2	0	2	0	2	0	0	0	0	0	0
Patient Services Rep.	67	5	62	2	47	1	8	0	7	2	0
TOTAL	69	5	64	2	49	1	8	0	7	2	0
PERCENTAGE	100.0	7.2	92.8	2.9	71.0	1.4	11.6	0.0	10.1	2.9	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

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	36.0	0.45	16.2	64.0	0.45	28.8	31.5	0.45	14.2	55.1	0.45	24.8	1.5	0.45	0.7	4.6	0.45	2.1
Unemployment	45.1	0.15	6.8	54.9	0.15	8.2	32.3	0.15	4.8	37.5	0.15	5.6	5.6	0.15	0.8	9.6	0.15	1.4
Promotable Pool	6.0	0.40	2.4	94.0	0.40	37.6	4.2	0.40	1.7	79.5	0.40	31.8	0.6	0.40	0.2	7.2	0.40	2.9
FINAL AVAIL. FACTOR			25.4			74.6			20.7			62.2			1.7			6.4

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	0.6	2.5	0.45	1.1	1.8	0.45	0.8	1.8	0.45	0.8						
Unemployment	4.5	0.15	0.7	5.4	0.15	0.8	2.7	0.15	0.4	2.4	0.15	0.4						
Promotable Pool	0.0	0.40	0.0	6.0	0.40	2.4	1.2	0.40	0.5	1.2	0.40	0.5						
FINAL AVAIL. FACTOR			1.2			4.4			1.7			1.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	45% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 13 Other Business & Financial Operations Occupations SOC Code 25.30 Other Teachers & Instructors SOC Code 25.40 Librarians, Curators, & Archivists	15% Recruitment is from the unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university typically employees in Patient Services Representatives, Human Resources Associates and Administrative Program Coordinator classifications.	40% Positions are filled from promotion or transfer. The employees from the Administrative Program Coord., Patient Svcs. Rep. and Human Res. Associate are eligible for promotions or transfer in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Human Res, Training & Labor Rel Spec (131070)	12908	4408	8500	3825	6970	270	860	160	400	153	270
Librarians, Curators & Archivists (254000)	5150	1088	4062	865	3645	75	150	50	94	98	173
Management Analysts (13111)	12237	7304	4933	6540	4375	144	325	190	120	430	113
Preschool & Kindergarten Teachers (252010)	7092	219	6873	95	5860	40	465	74	405	10	143
Purch Agents Exc Whsle, Ret., Etc. (131023)	4010	1887	2123	1725	1960	80	95	34	34	48	34
TOTAL	41397	14906	26491	13050	22810	609	1895	508	1053	739	733
PERCENTAGE	100.0	36.0	64.0	31.5	55.1	1.5	4.6	1.2	2.5	1.8	1.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 13	2073	1005	1068	712	721	125	189	103	107	65	51
SOC Code 25.30	432	127	305	97	215	17	52	11	27	2	11
SOC Code 25.40	29	12	17	9	14	1	1	1	2	1	0
TOTAL	2534	1144	1390	818	950	143	242	115	136	68	62
PERCENTAGE	100.0	45.1	54.9	32.3	37.5	5.6	9.6	4.5	5.4	2.7	2.4

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3I. ADMINISTRATIVE GROUP

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Admin. Program Coord.	83	3	80	3	72	0	4	0	3	0	1
Human Resources Assoc.	14	2	12	2	11	0	0	0	0	0	1
Lead Patient Services Rep.	2	0	2	0	2	0	0	0	0	0	0
Patient Services Rep.	67	5	62	2	47	1	8	0	7	2	0
TOTAL	166	10	156	7	132	1	12	0	10	2	2
PERCENTAGE	100.0	6.0	94.0	4.2	79.5	0.6	7.2	0.0	6.0	1.2	1.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3J. ADMINISTRATIVE PROGRAM COORDINATOR

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	0.30	9.3	68.9	0.30	20.7	25.0	0.30	7.5	59.1	0.30	17.7	2.2	0.30	0.7	4.7	0.30	1.4
Unemployment	21.0	0.05	1.1	79.0	0.05	3.9	7.6	0.05	0.4	48.7	0.05	2.4	6.7	0.05	0.3	13.4	0.05	0.7
Promotable Pool	4.5	0.65	3.0	95.5	0.65	62.0	2.3	0.65	1.5	84.1	0.65	54.7	0.0	0.65	0.0	0.0	0.65	0.0
FINAL AVAIL. FACTOR			13.3			86.7			9.4			74.8			1.0			2.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.30	0.8	3.6	0.30	1.1	1.2	0.30	0.4	1.4	0.30	0.4						
Unemployment	5.9	0.05	0.3	16.0	0.05	0.8	0.8	0.05	0.0	0.8	0.05	0.0						
Promotable Pool	2.3	0.65	1.5	6.8	0.65	4.4	0.0	0.65	0.0	4.5	0.65	3.0						
FINAL AVAIL. FACTOR			2.6			6.3			0.4			3.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide First Line Sup/Mgrs Admin Support Wkrs (431011)	30% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 43.10 Supervisors of Office & Administrative Support Workers	5% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university, typically employees in Administrative Program Assistant 2 classification.	65% The employees from the Administrative Program Asst 2 classification are eligible for promotion or transfer.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3J. ADMINISTRATIVE PROGRAM COORDINATOR

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
First Line Sup/MgrsAdmin Support Wkrs (431011)	22637	7042	15595	5670	13380	504	1070	595	820	273	325
TOTAL	22637	7042	15595	5670	13380	504	1070	595	820	273	325
PERCENTAGE	100.0	31.1	68.9	25.0	59.1	2.2	4.7	2.6	3.6	1.2	1.4

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.10	119	25	94	9	58	8	16	7	19	1	1
PERCENTAGE	100.0	21.0	79.0	7.6	48.7	6.7	13.4	5.9	16.0	0.8	0.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Asst. 2	44	2	42	1	37	0	0	1	3	0	2
TOTAL	44	2	42	1	37	0	0	1	3	0	2
PERCENTAGE	100.0	4.5	95.5	2.3	84.1	0.0	0.0	2.3	6.8	0.0	4.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3K. SOCIAL WORKER

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	22.1	0.80	17.7	77.9	0.80	62.3	14.0	0.80	11.2	53.8	0.80	43.0	4.8	0.80	3.8	13.9	0.80	11.1
Unemployment	27.6	0.20	5.5	72.4	0.20	14.5	11.9	0.20	2.4	29.5	0.20	5.9	10.3	0.20	2.1	25.6	0.20	5.1
FINAL AVAIL. FACTOR			23.2			76.8			13.6			48.9			5.9			16.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.8	0.80	2.2	8.9	0.80	7.1	0.5	0.80	0.4	1.4	0.80	1.1						
Unemployment	4.6	0.20	0.9	16.2	0.20	3.2	0.8	0.20	0.2	1.1	0.20	0.2						
FINAL AVAIL. FACTOR			3.2			10.3			0.6			1.4						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Social Workers (211020)											80% Recruitment is done from a state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 21.10 Counselors, Social Workers, Other Community & Social Services Workers											20% Positions are filled by unemployed jobseekers.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3K. SOCIAL WORKER

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Social Workers (211020)	10902	2408	8494	1530	5860	519	1515	305	965	54	154
TOTAL	10902	2408	8494	1530	5860	519	1515	305	965	54	154
PERCENTAGE	100.0	22.1	77.9	14.0	53.8	4.8	13.9	2.8	8.9	0.5	1.4

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 21.10	1087	300	787	129	321	112	278	50	176	9	12
PERCENTAGE	100.0	27.6	72.4	11.9	29.5	10.3	25.6	4.6	16.2	0.8	1.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

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	0.60	40.1	33.2	0.60	19.9	56.4	0.60	33.9	26.5	0.60	15.9	2.0	0.60	1.2	2.6	0.60	1.6
Unemployment	74.2	0.10	7.4	25.8	0.10	2.6	49.4	0.10	4.9	15.5	0.10	1.5	9.5	0.10	1.0	5.1	0.10	0.5
Promotable Pool	64.0	0.30	19.2	36.0	0.30	10.8	42.9	0.30	12.9	32.1	0.30	9.6	10.7	0.30	3.2	3.6	0.30	1.1
FINAL AVAIL. FACTOR			66.7			33.3			51.7			27.1			5.4			3.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.60	1.5	1.4	0.60	0.8	5.8	0.60	3.5	2.7	0.60	1.6						
Unemployment	8.8	0.10	0.9	2.9	0.10	0.3	6.4	0.10	0.6	2.3	0.10	0.2						
Promotable Pool	7.1	0.30	2.1	0.0	0.30	0.0	3.6	0.30	1.1	0.0	0.30	0.0						
FINAL AVAIL. FACTOR			4.5			1.1			5.2			1.9						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	60% Recruitment is done from a state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 15.10 Computer Specialists	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.	30% Positions are filled by promotion or transfer from the list below.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT CENSUS 2000											
Computer Programmers (151021)	12226	8439	3787	7080	2910	225	269	285	155	849	453
Computer Support Specialists (151041)	5015	2905	2110	2435	1825	130	130	125	110	215	45
Database Administrators (151061)	1313	829	484	715	365	30	65	44	10	40	44
Network & Computer Systems Admin. (151071)	2548	1919	629	1680	500	39	90	85	10	115	29
TOTAL	21102	14092	7010	11910	5600	424	554	539	285	1219	571
PERCENTAGE	100.0	66.8	33.2	56.4	26.5	2.0	2.6	2.6	1.4	5.8	2.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 15.10	1448	1074	374	715	224	138	74	128	42	93	34
PERCENTAGE	100.0	74.2	25.8	49.4	15.5	9.5	5.1	8.8	2.9	6.4	2.3

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3L. TECHNICAL PROFESSIONAL

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Administrative & Clinical Systems Coordinator	1	0	1	0	1	0	0	0	0	0	0
Desktop Technician 1	5	4	1	1	0	1	1	2	0	0	0
Desktop Technician 2	13	11	2	8	2	2	0	0	0	1	0
Multimedical Specialist 2	2	1	1	1	1	0	0	0	0	0	0
Network Telecom. Specialist	2	2	0	2	0	0	0	0	0	0	0
Systems Coordinator	4	0	4	0	4	0	0	0	0	0	0
Visual Media Designer	1	0	1	0	1	0	0	0	0	0	0
TOTAL	28	18	10	12	9	3	1	2	0	1	0
PERCENTAGE	100.0	64.0	36.0	42.9	32.1	10.7	3.6	7.1	0.0	3.6	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: **3. PROFESSIONAL/NON-FACULTY**
TITLE: **3M. NURSE PRACTITIONER**

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	49.3	0.65	32.1	50.7	0.65	32.9	43.8	0.65	28.5	37.7	0.65	24.5	4.3	0.65	2.8	7.8	0.65	5.1
Unemployment	30.4	0.30	9.1	69.6	0.30	20.9	16.7	0.30	5.0	37.3	0.30	11.2	9.8	0.30	2.9	23.5	0.30	7.1
Promotable Pool	17.6	0.05	0.9	82.4	0.05	4.1	12.9	0.05	0.6	61.2	0.05	3.1	2.4	0.05	0.1	9.4	0.05	0.5
FINAL AVAIL. FACTOR			42.1			57.9			34.1			38.8			5.9			12.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.65	0.8	1.7	0.65	1.1	0.0	0.65	0.00	3.4	0.65	2.2						
Unemployment	2.9	0.30	0.9	7.8	0.30	2.4	1.0	0.30	0.3	1.0	0.30	0.3						
Promotable Pool	0.0	0.05	0.0	4.7	0.05	0.2	2.4	0.05	0.1	7.1	0.05	0.4						
FINAL AVAIL. FACTOR			1.7			3.7			0.4			2.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Other Healthcare Practitioners & Technical Occupatons. (299000)											65% Applicant Pool is recruited on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations											30% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											5% Positions are filled from promotions or transfers from the Staff Nurse classifications.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 3. PROFESSIONAL/NON-FACULTY
TITLE: 3M. NURSE PRACTITIONER

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT CENSUS 2000											
Other Healthcare Pract. & Tech. Occs. (299000)	1153	569	584	505	435	50	90	14	20	0	39
TOTAL	1153	569	584	505	435	50	90	14	20	0	39
PERCENTAGE	100.0	49.3	50.7	43.8	37.7	4.3	7.8	1.2	1.7	0.0	3.4

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 29.90	102	31	71	17	38	10	24	3	8	1	1
PERCENTAGE	100.0	30.4	69.6	16.7	37.3	9.8	23.5	2.9	7.8	1.0	1.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Promotional Pool											
Staff Nurse	85	15	70	11	52	2	8	0	4	2	6
Total	85	15	70	11	52	2	8	0	4	2	6
PERCENTAGE	100.0	17.6	82.4	12.9	61.2	2.4	9.4	0.0	4.7	2.4	7.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

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	15.4	0.35	5.4	84.6	0.35	29.6	11.0	0.35	3.8	64.4	0.35	22.5	1.9	0.35	0.7	10.7	0.35	3.7
Unemployment	17.3	0.05	0.9	82.7	0.05	4.1	8.8	0.05	0.4	42.3	0.05	2.1	5.1	0.05	0.3	22.2	0.05	1.1
Promotable Pool	0.0	0.60	0.0	100.0	0.60	60.0	0.0	0.60	0.0	76.2	0.60	45.7	0.0	0.60	0.0	14.3	0.60	8.6
FINAL AVAIL. FACTOR			6.3			93.7			4.2			70.3			1.0			13.4

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.7	0.35	0.6	6.4	0.35	2.2	0.9	0.35	0.3	3.1	0.35	1.1						
Unemployment	1.8	0.05	0.1	16.4	0.05	0.8	1.6	0.05	0.1	1.8	0.05	0.1						
Promotable Pool	0.0	0.60	0.0	9.5	0.60	5.7	0.0	0.60	0.0	0.0	0.60	0.0						
FINAL AVAIL. FACTOR			0.7			8.7			0.4			1.2						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Office Clerks, General (439061)	35% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers	5% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Clerk Typist classifications could be promoted into this category.	60% Positions are filled by employees in the Clerk Typist classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4A. OFFICE ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Office Clerks, General (439061)	5700	880	4820	625	3670	110	610	95	365	50	175
TOTAL	5700	880	4820	625	3670	110	610	95	365	50	175
PERCENTAGE	100.0	15.4	84.6	11.0	64.4	1.9	10.7	1.7	6.4	0.9	3.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.90	433	75	358	38	183	22	96	8	71	7	8
PERCENTAGE	100.0	17.3	82.7	8.8	42.3	5.1	22.2	1.8	16.4	1.6	1.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk Typist	21	0	21	0	16	0	3	0	2	0	0
Total	21	0	21	0	16	0	3	0	2	0	0
PERCENTAGE	100.0	0.00	100.0	0.0	76.2	0.0	14.3	0.0	9.5	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

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	36.0	0.50	18.0	64.0	0.50	32.0	28.9	0.50	14.5	44.7	0.50	22.4	5.3	0.50	2.6	13.2	0.50	6.6
Unemployment	17.7	0.10	1.8	82.3	0.10	8.2	8.0	0.10	0.8	44.6	0.10	4.5	8.0	0.10	0.8	20.6	0.10	2.1
Promotable Pool	1.8	0.40	0.7	98.2	0.40	39.3	0.0	0.40	0.0	61.5	0.40	24.6	0.9	0.40	0.4	15.6	0.40	6.2
FINAL AVAIL. FACTOR			20.5			79.5			15.3			51.5			3.8			14.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.50	0.0	6.1	0.50	3.1	1.8	0.50	0.9	0.0	0.50	0.0						
Unemployment	0.6	0.10	0.1	16.0	0.10	1.6	1.1	0.10	0.1	1.1	0.10	0.1						
Promotable Pool	0.9	0.40	0.4	18.3	0.40	7.3	0.0	0.40	0.0	2.8	0.40	1.1						
FINAL AVAIL. FACTOR			0.4			12.0			1.0			1.2						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)												50% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.30 Financial Clerks												10% Positions are filled by unemployed jobseekers.					
Promotion/Transfer	Employees in the Clinic Office Assistant classification could be promoted into this category.												40% Positions are filled by employees in the Clinic Office Assistant Classifications.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4B. PATIENT SERVICES REPRESENTATIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Bill and Account Collectors (433011)	570	205	365	165	255	30	75	0	35	10	0
TOTAL	570	205	365	165	255	30	75	0	35	10	0
PERCENTAGE	100.0	36.0	64.0	28.9	44.7	5.3	13.2	0.0	6.1	1.8	0.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.30	175	31	144	14	78	14	36	1	28	2	2
PERCENTAGE	100.0	17.7	82.3	8.0	44.6	8.0	20.6	0.6	16.0	1.1	1.1

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clinic Office Assistant	109	2	107	0	67	1	17	1	20	0	3
TOTAL	109	2	107	0	67	1	17	1	20	0	3
PERCENTAGE	100.0	1.8	98.2	0.0	61.5	0.9	15.6	0.9	18.3	0.0	2.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

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	36.0	0.70	25.2	64.0	0.70	44.8	28.9	0.70	20.3	44.7	0.70	31.3	5.3	0.70	3.7	13.2	0.70	9.2
Unemployment	17.3	0.30	5.2	82.7	0.30	24.8	8.8	0.30	2.6	42.3	0.30	12.7	5.1	0.30	1.5	22.2	0.30	6.7
FINAL AVAIL. FACTOR			30.4			69.6			22.9			44.0			5.2			15.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.70	0.0	6.1	0.70	4.3	1.8	0.70	1.2	0.0	0.70	0.0						
Unemployment	1.8	0.30	0.6	16.4	0.30	4.9	1.6	0.30	0.5	1.8	0.30	0.6						
FINAL AVAIL. FACTOR			0.6			9.2			1.7			0.6						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)												70% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers												30% Lower value weight from unemployed pool of candidates.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4C. CLERK and CLERK TYPIST

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Bill and Account Collectors (433011)	570	205	365	165	255	30	75	0	35	10	0
TOTAL	570	205	365	165	255	30	75	0	35	10	0
PERCENTAGE	100.0	36.0	64.0	28.9	44.7	5.3	13.2	0.0	6.1	1.8	0.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.90	433	75	358	38	183	22	96	8	71	7	8
PERCENTAGE	100.0	17.3	82.7	8.8	42.3	5.1	22.2	1.8	16.4	1.6	1.8

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

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	12.6	0.70	8.8	87.4	0.70	61.2	9.1	0.70	6.4	68.6	0.70	48.0	1.8	0.70	1.3	11.0	0.70	7.7
Unemployment	17.0	0.10	1.7	83.0	0.10	8.3	7.2	0.10	0.7	35.2	0.10	3.5	5.7	0.10	0.6	26.9	0.10	2.7
Promotable Pool	10.0	0.20	2.0	90.0	0.20	18.0	5.0	0.20	1.0	55.0	0.20	11.0	2.5	0.20	0.5	12.5	0.20	2.5
FINAL AVAIL. FACTOR			12.5			87.5			8.1			62.5			2.4			12.9

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	0.9	6.0	0.70	4.2	0.5	0.70	0.3	1.8	0.70	1.2						
Unemployment	4.1	0.10	0.4	19.8	0.10	2.0	0.1	0.10	0.0	1.1	0.10	0.1						
Promotable Pool	2.5	0.20	0.5	20.0	0.20	4.0	0.0	0.20	0.0	2.5	0.20	0.5						
FINAL AVAIL. FACTOR			1.8			10.2			0.3			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	70% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.40 Information and Record Clerks SOC Code 43.60 Secretaries and Administrative Assistants	10% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Office Assistant classifications could be promoted into this category.	20% Positions are filled by employees in the Office Assistant classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4D. SECRETARIAL/CLERICAL

CT CENSUS 2000 Hartford MSA	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Information and Record Clerks (434000)	15877	3205	12672	2288	9505	478	1833	320	1042	119	292
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	29067	3665	25402	2648	19935	528	3193	355	1757	134	517
PERCENTAGE	100.0	12.6	87.4	9.1	68.6	1.8	11.0	1.2	6.0	0.5	1.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.40	867	188	679	81	253	65	246	41	173	1	7
SOC Code 43.60	348	19	329	6	175	4	81	9	67	0	6
TOTAL	1215	207	1008	87	428	69	327	50	240	1	13
PERCENTAGE	100.0	17.0	83.0	7.2	35.2	5.7	26.9	4.1	19.8	0.1	1.1

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Office Assistant	40	4	36	2	22	1	5	1	8	0	1
TOTAL	40	4	36	2	22	1	5	1	8	0	1
PERCENTAGE	100.0	10.0	90.0	5.0	55.0	2.5	12.5	2.5	20.0	0.0	2.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

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	3.5	0.60	2.1	96.5	0.60	57.9	2.7	0.60	1.6	79.1	0.60	47.4	0.4	0.60	0.2	10.3	0.60	6.2
Unemployment	5.5	0.20	1.1	94.5	0.20	18.9	1.7	0.20	0.3	50.3	0.20	10.1	1.1	0.20	0.2	23.3	0.20	4.7
Promotable Pool	13.2	0.20	2.6	86.8	0.20	17.4	8.8	0.20	1.8	50.0	0.20	10.0	1.5	0.20	0.3	14.7	0.20	2.9
FINAL AVAIL. FACTOR			5.8			94.2			3.7			67.5			0.7			13.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.60	0.2	5.4	0.60	3.3	0.1	0.60	0.1	1.7	0.60	1.0						
Unemployment	2.6	0.20	0.5	19.3	0.20	3.9	0.0	0.20	0.0	1.7	0.20	0.3						
Promotable Pool	2.9	0.20	0.6	17.6	0.20	3.5	0.0	0.20	0.0	4.4	0.20	0.9						
FINAL AVAIL. FACTOR			1.3			10.7			0.1			2.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)											60% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants											20% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Clerk and Office Assistant classification could be promoted into this category.											20% Positions are filled by employees in the Clerk and Office Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	13190	460	12730	360	10430	50	1360	35	715	15	225
PERCENTAGE	100.00	3.5	96.5	2.7	79.1	0.4	10.3	0.3	5.4	0.1	1.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.60	348	19	329	6	175	4	81	9	67	0	6
PERCENTAGE	100.00	5.5	94.5	1.7	50.3	1.1	23.3	2.6	19.3	0.0	1.7

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk	28	5	23	4	12	0	5	1	4	0	2
Office Assistant	40	4	36	2	22	1	5	1	8	0	1
TOTAL	68	9	59	6	34	1	10	2	12	0	3
PERCENTAGE	100.00	13.24	86.8	8.8	50.0	1.5	14.7	2.9	17.6	0.0	4.4

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

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	3.5	0.55	1.9	96.5	0.55	53.1	2.7	0.55	1.5	79.1	0.55	43.5	0.4	0.55	0.2	10.3	0.55	5.7
Unemployment	5.5	0.15	0.8	94.5	0.15	14.2	1.7	0.15	0.3	50.3	0.15	7.5	1.1	0.15	0.2	23.3	0.15	3.5
Promotable Pool	27.3	0.30	8.2	72.7	0.30	21.8	18.2	0.30	5.5	45.5	0.30	13.6	0.0	0.30	0.0	18.2	0.30	5.5
FINAL AVAIL. FACTOR			10.9			89.1			7.3			64.6			0.4			14.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.55	0.1	5.4	0.55	3.0	0.1	0.55	0.1	1.7	0.55	0.9						
Unemployment	2.6	0.15	0.4	19.3	0.15	2.9	0.0	0.15	0.0	1.7	0.15	0.3						
Promotable Pool	9.1	0.30	2.7	9.1	0.30	2.7	0.0	0.30	0.0	0.0	0.30	0.0						
FINAL AVAIL. FACTOR			3.2			8.6			0.1			1.2						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)												55% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants												15% Lower value weight from unemployed pool of candidates.					
Promotion/Transfer	Employees in the Administrative Program Assistant 1 classification could be promoted into this category.												30% Positions are filled by employees in the Administrative Program Assistant 1 classification.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Secretaries and Administrative Assistants (436000)	13190	460	12730	360	10430	50	1360	35	715	15	225
TOTAL	13190	460	12730	360	10430	50	1360	35	715	15	225
PERCENTAGE	100.0	3.5	96.5	2.7	79.1	0.4	10.3	0.3	5.4	0.1	1.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.60	348	19	329	6	175	4	81	9	67	0	6
PERCENTAGE	100.0	5.5	94.5	1.7	50.3	1.1	23.3	2.6	19.3	0.0	1.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Promotional Pool											
Admin. Program Asst. 1	11	3	8	2	5	0	2	1	1	0	0
TOTAL	11	3	8	2	5	0	2	1	1	0	0
PERCENTAGE	100.0	27.3	72.7	18.2	45.5	0.0	18.2	9.1	9.1	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

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	5.5	0.35	1.9	94.5	0.35	33.1	2.9	0.35	1.0	78.7	0.35	27.5	1.5	0.35	0.5	8.0	0.35	2.8
Unemployment	21.7	0.10	2.2	78.3	0.10	7.8	9.3	0.10	0.9	29.2	0.10	2.9	7.5	0.10	0.7	28.4	0.10	2.8
Promotable Pool	11.4	0.55	6.3	88.6	0.55	48.7	6.5	0.55	3.6	47.2	0.55	25.9	1.6	0.55	0.9	17.1	0.55	9.4
FINAL AVAIL. FACTOR			10.4			89.6			5.5			56.3			2.1			15.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.7	0.35	0.2	7.0	0.35	2.4	0.3	0.35	0.1	0.9	0.35	0.3						
Unemployment	4.7	0.10	0.5	20.0	0.10	2.0	0.1	0.10	0.0	0.8	0.10	0.1						
Promotable Pool	2.4	0.55	1.3	21.1	0.55	11.6	0.8	0.55	0.4	3.3	0.55	1.8						
FINAL AVAIL. FACTOR			2.0			16.0			0.5			2.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Receptionists and Information Clerks (434171)											35% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.40 Information and Record Clerks											10% Lower value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Clerk, Office Assistant classification and Telecommunication Operator could be promoted into this category.											55% Positions are filled by employees in the Clerk and Office Assistant classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 4. SECRETARIAL/CLERICAL
TITLE: 4G. CLINIC OFFICE ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Receptionists and Information Clerks (434171)	3572	195	3377	105	2810	55	284	25	250	10	33
TOTAL	3572	195	3377	105	2810	55	284	25	250	10	33
PERCENTAGE	100.0	5.5	94.5	2.9	78.7	1.5	8.0	0.7	7.0	0.3	0.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.40	867	188	679	81	253	65	246	41	173	1	7
PERCENTAGE	100.0	21.68	78.3	9.3	29.2	7.5	28.4	4.7	20.0	0.1	0.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk	28	5	23	4	12	0	5	1	4	0	2
Office Assistant	40	4	36	2	22	1	5	1	8	0	1
Telecommunication Operator	55	5	50	2	24	1	11	1	14	1	1
TOTAL	123	14	109	8	58	2	21	3	26	1	4
PERCENTAGE	100.0	11.4	88.6	6.5	47.2	1.6	17.1	2.4	21.1	0.8	3.3

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

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	0.85	13.0	84.7	0.85	72.0	8.1	0.85	6.9	66.9	0.85	56.9	4.5	0.85	3.8	9.6	0.85	8.2
Unemployment	10.5	0.15	1.6	89.5	0.15	13.4	4.1	0.15	0.6	38.8	0.15	5.8	4.3	0.15	0.6	23.3	0.15	3.5
FINAL AVAIL. FACTOR			14.6			85.4			7.5			62.7			4.4			11.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.85	1.2	5.7	0.85	4.9	1.3	0.85	1.1	2.4	0.85	2.0						
Unemployment	1.8	0.15	0.3	25.9	0.15	3.9	0.2	0.15	0.0	1.5	0.15	0.2						
FINAL AVAIL. FACTOR			1.5			8.8			1.1			2.2						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Assistants and Other Health Support Occupations. (31909X)												85% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 31.90 Other Healthcare Support Occupations												15% Value weight from unemployed pool of candidates.					

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5A. CLINICAL & PARAPROFESSIONAL

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Medical Assistants and Other Health Support Occupations (31909X)	8358	1279	7079	675	5595	375	804	120	480	109	200
TOTAL	8358	1279	7079	675	5595	375	804	120	480	109	200
PERCENTAGE	100.0	15.3	84.7	8.1	66.9	4.5	9.6	1.4	5.7	1.3	2.4

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.0	10.5	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
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JUNE 30, 2017

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

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	0.90	13.8	84.7	0.90	76.2	8.1	0.90	7.3	66.9	0.90	60.2	4.5	0.90	4.0	9.6	0.90	8.7
Unemployment	10.5	0.05	0.5	89.5	0.05	4.5	4.1	0.05	0.2	38.8	0.05	1.9	4.3	0.05	0.2	23.3	0.05	1.2
Promotable Pool	28.6	0.05	1.4	71.4	0.05	3.6	7.1	0.05	0.4	42.9	0.05	2.1	21.4	0.05	1.1	14.3	0.05	0.7
FINAL AVAIL. FACTOR			15.7			84.3			7.9			64.2			5.3			10.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.90	1.3	5.7	0.90	5.2	1.3	0.90	1.2	2.4	0.90	2.2						
Unemployment	1.8	0.05	0.1	25.9	0.05	1.3	0.2	0.05	0.0	1.5	0.05	0.1						
Promotable Pool	0.0	0.05	0.0	14.3	0.05	0.7	0.0	0.05	0.0	0.0	0.05	0.0						
FINAL AVAIL. FACTOR			1.4			7.2			1.2			2.3						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Assistants and Other Health Support Occupations. (31909X)											90% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											5% Value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Nurses Aide classification could be promoted into this category.											5% Positions are filled by the Nurse Aide classification.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5B. TECHNICAL

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Medical Assistants and Other Health Support Occupations (31909X)	8358	1279	7079	675	5595	375	804	120	480	109	200
TOTAL	8358	1279	7079	675	5595	375	804	120	480	109	200
PERCENTAGE	100.0	15.3	84.7	8.1	66.9	4.5	9.6	1.4	5.7	1.3	2.4

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.00	10.46	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Nurse Aide	14	4	10	1	6	3	2	0	2	0	0
TOTAL	14	4	10	1	6	3	2	0	2	0	0
PERCENTAGE	100.0	28.6	71.4	7.1	42.9	21.4	14.3	0.0	14.3	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

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	13.2	0.75	9.9	86.8	0.75	65.1	11.3	0.75	8.4	60.3	0.75	45.2	0.0	0.75	0.0	9.9	0.75	7.5
Unemployment	10.5	0.15	1.6	89.5	0.15	13.4	4.1	0.15	0.6	38.8	0.15	5.8	4.3	0.15	0.6	23.3	0.15	3.5
Promotable Pool	6.3	0.10	0.6	93.8	0.10	9.4	2.1	0.10	0.2	59.0	0.10	5.9	1.4	0.10	0.1	15.3	0.10	1.5
FINAL AVAIL. FACTOR			12.1			87.9			9.2			56.9			0.7			12.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.75	0.0	15.2	0.75	11.4	2.0	0.75	1.5	1.3	0.75	1.0						
Unemployment	1.8	0.15	0.3	25.9	0.15	3.9	0.2	0.15	0.0	1.5	0.15	0.2						
Promotable Pool	2.1	0.10	0.2	17.4	0.10	1.7	0.7	0.10	0.1	2.1	0.10	0.2						
FINAL AVAIL. FACTOR			0.5			17.0			1.6			1.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Records and Health Information Techs. (292071)	75% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 31.90 Other Healthcare Support Occupations	15% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Medical Assistant and Records Clerk classification could be promoted into this category.	10% Positions are filled by employees in the Medical Assistant and Records Clerk classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5C. HEALTH CARE SUPPORT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Medical Records & Health Info. Techs. (292071)	755	100	655	85	455	0	75	0	115	15	10
TOTAL	755	100	655	85	455	0	75	0	115	15	10
PERCENTAGE	100.0	13.2	86.8	11.3	60.3	0.0	9.9	0.0	15.2	2.0	1.3

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.0	10.5	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Medical Assistant	124	7	117	2	71	2	19	2	25	1	2
Medical Records Clerk	20	2	18	1	14	0	3	1	0	0	1
TOTAL	144	9	135	3	85	2	22	3	25	1	3
PERCENTAGE	100.0	6.3	93.8	2.1	59.0	1.4	15.3	2.1	17.4	0.7	2.1

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5D. MEDICAL ASSISTANT

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	12.5	0.75	9.4	87.5	0.75	65.6	7.1	0.75	5.3	53.2	0.75	39.9	3.2	0.75	2.4	21.4	0.75	16.0
Unemployment	10.5	0.10	1.0	89.5	0.10	9.0	4.1	0.10	0.4	38.8	0.10	3.9	4.3	0.10	0.4	23.3	0.10	2.3
Promotable Pool	1.8	0.15	0.3	98.2	0.15	14.7	0.0	0.15	0.0	62.2	0.15	9.3	0.9	0.15	0.1	15.3	0.15	2.3
FINAL AVAIL. FACTOR			10.7			89.3			5.7			53.1			2.9			20.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.75	0.9	8.9	0.75	6.7	1.1	0.75	0.8	4.0	0.75	3.0						
Unemployment	1.8	0.10	0.2	25.9	0.10	2.6	0.2	0.10	0.0	1.5	0.10	0.2						
Promotable Pool	0.9	0.15	0.1	18.0	0.15	2.7	0.0	0.15	0.0	2.7	0.15	0.4						
FINAL AVAIL. FACTOR			1.2			12.0			0.8			3.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Healthcare Support Occupations (310001)	75% Hiring done from the employed pool of candidates and our part-time employees.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2016 - Statewide SOC Code 31.90 Other Healthcare Support Occupations	10% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Clinic Office Assitant classification could be promoted into this category.	15% Positions are filled by employees in the Clinic Office Assistant classification.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET - EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
Title: 5D. MEDICAL ASSISTANT

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Healthcare Support Occupations (310001)	43249	5392	37857	3060	23020	1365	9243	500	3849	467	1745
TOTAL	43249	5392	37857	3060	23020	1365	9243	500	3849	467	1745
PERCENTAGE	100.0	12.5	87.5	7.1	53.2	3.2	21.4	1.2	8.9	1.1	4.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.0	10.5	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinic Office Assistant	111	2	109	0	69	1	17	1	20	0	3
TOTAL	111	2	109	0	69	1	17	1	20	0	3
PERCENTAGE	100.0	1.8	98.2	0.0	62.2	0.9	15.3	0.9	18.0	0.0	2.7

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

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OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

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	54.3	0.60	32.6	45.7	0.60	27.4	45.2	0.60	27.1	38.5	0.60	23.1	2.8	0.60	1.7	3.7	0.60	2.2
Unemployment	46.6	0.20	9.3	53.4	0.20	10.7	30.1	0.20	6.0	32.7	0.20	6.5	6.9	0.20	1.4	10.3	0.20	2.1
Promotable Pool	3.6	0.20	0.7	96.4	0.20	19.3	3.6	0.20	0.7	86.7	0.20	17.3	0.0	0.20	0.0	4.8	0.20	1.0
FINAL AVAIL. FACTOR			42.6			57.4			33.8			46.9			3.1			5.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.60	1.5	2.4	0.60	1.4	3.9	0.60	2.3	1.2	0.60	0.7						
Unemployment	5.9	0.20	1.2	8.2	0.20	1.6	3.7	0.20	0.7	2.2	0.20	0.4						
Promotable Pool	0.0	0.20	0.0	3.6	0.20	0.7	0.0	0.20	0.0	1.2	0.20	0.2						
FINAL AVAIL. FACTOR			2.7			3.7			3.0			1.3						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	60% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 15 Other Computer and Mathematical Occupations SOC Code 43.90 Other Office and Administrative Support Workers	20% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Administrative Program Coordinator classification could be promoted into this category.	20% Positions are filled by employees in the Administrative Program Coordinator classification.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Computer Support Specialists (151041)	5015	2905	2110	2435	1825	130	130	125	110	215	45
Human Res. Assts., Exc. Payroll Etc. (434161)	533	105	428	70	310	25	75	10	24	0	19
TOTAL	5548	3010	2538	2505	2135	155	205	135	134	215	64
PERCENTAGE	100.0	54.3	45.7	45.2	38.5	2.8	3.7	2.4	2.4	3.9	1.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 15	1495	1097	398	733	236	142	77	128	47	94	38
SOC Code 43.90	1352	229	1123	123	695	54	216	41	186	11	26
TOTAL	2847	1326	1521	856	931	196	293	169	233	105	64
PERCENTAGE	100.0	46.6	53.4	30.1	32.7	6.9	10.3	5.9	8.2	3.7	2.2

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Coord.	83	3	80	3	72	0	4	0	3	0	1
TOTAL	83	3	80	3	72	0	4	0	3	0	1
PERCENTAGE	100.0	3.6	96.4	3.6	86.7	0.0	4.8	0.0	3.6	0.0	1.2

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

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	1.4	0.60	0.9	98.6	0.60	59.1	0.6	0.60	0.4	84.0	0.60	50.4	0.0	0.60	0.0	4.1	0.60	2.5
Unemployment	10.5	0.40	4.2	89.5	0.40	35.8	4.1	0.40	1.6	38.8	0.40	15.5	4.3	0.40	1.7	23.3	0.40	9.3
FINAL AVAIL. FACTOR			5.1			94.9			2.0			65.9			1.7			11.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.60	0.5	8.5	0.60	5.1	0.0	0.60	0.0	1.9	0.60	1.1						
Unemployment	1.8	0.40	0.7	25.9	0.40	10.4	0.2	0.40	0.1	1.5	0.40	0.6						
FINAL AVAIL. FACTOR			1.2			15.5			0.1			1.7						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Dental Assistants (319091)											60% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											40% Value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5F. DENTAL ASSISTANTS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Dental Assistants (319091)	3165	45	3120	20	2660	0	130	25	270	0	60
TOTAL	3165	45	3120	20	2660	0	130	25	270	0	60
PERCENTAGE	100.0	1.4	98.6	0.6	84.0	0.0	4.1	0.8	8.5	0.0	1.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.0	10.5	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

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OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

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	6.1	0.90	5.5	93.9	0.90	84.5	4.5	0.90	4.1	70.4	0.90	63.4	0.5	0.90	0.5	17.6	0.90	15.9
Unemployment	10.5	0.10	1.0	89.5	0.10	9.0	4.1	0.10	0.4	38.8	0.10	3.9	4.3	0.10	0.4	23.3	0.10	2.3
FINAL AVAIL. FACTOR			6.5			93.5			4.5			67.3			0.9			18.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.90	0.7	3.1	0.90	2.8	0.2	0.90	0.2	2.7	0.90	2.4						
Unemployment	1.8	0.10	0.2	25.9	0.10	2.6	0.2	0.10	0.0	1.5	0.10	0.2						
FINAL AVAIL. FACTOR			0.9			5.4			0.2			2.6						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Licensed Practical and Licensed Vocational Nurses (292061)											90% Recruitment is done on a state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											10% Recruitment is filled from the unemployed jobseekers.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 5. TECHNICAL/PARAPROFESSIONAL
TITLE: 5G. LICENSED PRACTICAL NURSE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Licensed Practical and Licensed Vocational Nurses (292061)	6381	389	5992	290	4495	35	1125	50	200	14	172
PERCENTAGE	100.0	6.1	93.9	4.5	70.4	0.5	17.6	0.8	3.1	0.2	2.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 31.90	975	102	873	40	378	42	227	18	253	2	15
PERCENTAGE	100.0	10.5	89.5	4.1	38.8	4.3	23.3	1.8	25.9	0.2	1.5

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

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	97.8	0.65	63.6	2.2	0.65	1.4	81.7	0.65	53.1	1.7	0.65	1.1	5.8	0.65	3.8	0.2	0.65	0.1
Unemployment	96.8	0.15	14.5	3.2	0.15	0.5	53.5	0.15	8.0	1.4	0.15	0.2	20.0	0.15	3.0	0.6	0.15	0.1
Promotable Pool	34.9	0.20	7.0	65.1	0.20	13.0	16.3	0.20	3.3	46.5	0.20	9.3	7.0	0.20	1.4	4.7	0.20	0.9
FINAL AVAIL. FACTOR			85.1			14.9			64.4			10.6			8.2			1.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.3	0.65	4.8	0.1	0.65	0.1	2.9	0.65	1.9	0.2	0.65	0.1						
Unemployment	22.3	0.15	3.4	1.2	0.15	0.2	0.9	0.15	0.1	0.0	0.15	0.0						
Promotable Pool	11.6	0.20	2.3	11.6	0.20	2.3	0.0	0.20	0.0	2.3	0.20	0.5						
FINAL AVAIL. FACTOR			10.5			2.6			2.0			0.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	65% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 47.20 Construction Trades Workers	15% Value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Custodian, Lead Custodian and Supervising Custodian classifications could be promoted into this category.	20% Positions are filled by employees in the Custodian, Lead Custodian and Supervising Custodian classifications.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 6. SKILLED CRAFT WORKERS
TITLE: 6A. QUALIFIED CRAFT WORKERS

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Carpenters (472031)	3439	3394	45	2885	35	155	0	255	0	99	10
Electricians (472111)	1620	1605	15	1385	15	110	0	85	0	25	0
Heating, AC, & Refrig. Mechs & Installers (499021)	847	843	4	775	0	50	4	4	0	14	0
Locksmith & Safe Repairs (499094)	28	24	4	20	4	0	0	0	0	4	0
Painters, Construction & Maintenance (472141)	1507	1403	104	975	80	110	10	250	10	68	4
Pipelayers, Plumbers, Pipefitters, Etc (472150)	1220	1205	15	1040	15	80	0	40	0	45	0
TOTAL	8661	8474	187	7080	149	505	14	634	10	255	14
PERCENTAGE	100.0	97.8	2.2	81.7	1.7	5.8	0.2	7.3	0.1	2.9	0.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 47.20	649	628	21	347	9	130	4	145	8	6	0
PERCENTAGE	100.0	96.8	3.2	53.5	1.4	20.0	0.6	22.3	1.2	0.9	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Custodian	35	11	24	5	16	2	2	4	5	0	1
Lead Custodian	1	1	0	0	0	0	0	1	0	0	0
Supervising Custodian	7	3	4	2	4	1	0	0	0	0	0
TOTAL	43	15	28	7	20	3	2	5	5	0	1
PERCENTAGE	100.0	34.88	65.1	16.3	46.5	7.0	4.7	11.6	11.6	0.0	2.3

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

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	86.4	0.70	60.5	13.6	0.70	9.5	58.2	0.70	40.8	7.3	0.70	5.1	16.6	0.70	11.6	2.9	0.70	2.1
Unemployment	62.4	0.30	18.7	37.6	0.30	11.3	20.6	0.30	6.2	11.8	0.30	3.5	25.3	0.30	7.6	11.8	0.30	3.5
FINAL AVAIL. FACTOR			79.2			20.8			47.0			8.6			19.2			5.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	9.3	0.70	6.5	2.5	0.70	1.8	2.3	0.70	1.6	0.9	0.70	0.6						
Unemployment	15.9	0.30	4.8	13.5	0.30	4.1	0.6	0.30	0.2	0.6	0.30	0.2						
FINAL AVAIL. FACTOR			11.3			5.9			1.8			0.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)											70% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 33 Protective Service Occupations											30% Lower value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. PROTECTIVE SERVICES
TITLE: 7A. PROTECTIVE SERVICES

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Firefighters (332011)	720	705	15	535	15	85	0	75	0	10	0
Police officers (333050)	1609	1399	210	1195	115	85	30	105	55	14	10
Sec. Guards & Gaming Surv. Officers (339030)	2609	2163	446	1145	230	649	115	280	69	89	32
TOTAL	4938	4267	671	2875	360	819	145	460	124	113	42
PERCENTAGE	100.0	86.4	13.6	58.2	7.3	16.6	2.9	9.3	2.5	2.3	0.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 33	170	106	64	35	20	43	20	27	23	1	1
PERCENTAGE	100.00	62.35	37.6	20.6	11.8	25.3	11.8	15.9	13.5	0.6	0.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

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	59.1	0.95	56.1	40.9	0.95	38.9	32.9	0.95	31.2	19.8	0.95	18.8	9.2	0.95	8.7	7.9	0.95	7.5
Unemployment	67.2	0.05	3.4	32.8	0.05	1.6	23.1	0.05	1.2	7.6	0.05	0.4	13.4	0.05	0.7	9.2	0.05	0.5
FINAL AVAIL. FACTOR			59.5			40.5			32.4			19.2			9.4			8.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	14.6	0.95	13.9	11.3	0.95	10.7	2.5	0.95	2.4	1.9	0.95	1.8						
Unemployment	30.3	0.05	1.5	15.5	0.05	0.8	0.4	0.05	0.0	0.4	0.05	0.0						
FINAL AVAIL. FACTOR			15.4			11.5			2.4			1.8						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Janitors and Building Cleaners (37201X) Maids and Housekeeping Cleaners (372012)											95% Hiring done from our part-time employees.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 37 Building/Grounds Cleaning and Maintenance Occupations											5% Lower value weight from unemployed pool of candidates.						

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7B. CUSTODIAN

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Janitors and Building Cleaners (37201X)	6088	4778	1310	2805	640	715	215	1075	410	183	45
Maids and Housekeeping Cleaners (372012)	3089	645	2444	210	1180	125	510	265	625	45	129
TOTAL	9177	5423	3754	3015	1820	840	725	1340	1035	228	174
PERCENTAGE	100.0	59.1	40.9	32.9	19.8	9.2	7.9	14.6	11.3	2.5	1.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 37	238	160	78	55	18	32	22	72	37	1	1
PERCENTAGE	100.0	67.2	32.8	23.1	7.6	13.4	9.2	30.3	15.5	0.4	0.4

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

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	72.5	0.70	50.8	27.5	0.70	19.2	52.3	0.70	36.6	21.0	0.70	14.7	9.3	0.70	6.5	1.7	0.70	1.2
Unemployment	29.7	0.20	5.9	70.3	0.20	14.1	15.3	0.20	3.1	35.9	0.20	7.2	7.0	0.20	1.4	19.0	0.20	3.8
Promotable Pool	31.4	0.10	3.1	68.6	0.10	6.9	14.3	0.10	1.4	45.7	0.10	4.6	5.7	0.10	0.6	5.7	0.10	0.6
FINAL AVAIL. FACTOR			59.8			40.2			41.1			26.5			8.5			5.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	10.0	0.70	7.0	3.1	0.70	2.2	1.0	0.70	0.7	1.7	0.70	1.2						
Unemployment	5.8	0.20	1.2	13.8	0.20	2.8	1.6	0.20	0.3	1.6	0.20	0.3						
Promotable Pool	11.4	0.10	1.1	14.3	0.10	1.4	0.0	0.10	0.0	2.9	0.10	0.3						
FINAL AVAIL. FACTOR			9.3			6.4			1.0			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	70% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers SOC Code 47.30 Helpers, Construction Trades SOC Code 49.10 Supervisors of Installation, Maintenance & Repair Workers	20% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Custodian classification could be promoted into this category.	10% Positions are filled by employees in the Custodian classification.

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY: 7. SERVICE/MAINTENANCE
TITLE: 7C. OTHER SERVICE MAINTENANCE

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Animal Care and Service Workers (392000)	440	106	334	59	295	10	0	29	25	8	14
Helpers, Construction Trades (473000)	75	75	0	45	0	10	0	20	0	0	0
Shipping, Receiving, and Traffic Clerks (435071)	2132	1563	569	1055	385	220	55	265	85	23	44
Super. Of Installation, Maint., & Repair Workers (491000)	853	794	59	670	55	85	4	35	0	4	0
TOTAL	3500	2538	962	1829	735	325	59	349	110	35	58
PERCENTAGE	100.0	72.5	27.5	52.3	21.0	9.3	1.7	10.0	3.1	1.0	1.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2017											
SOC Code 43.90	433	75	358	38	183	22	96	8	71	7	8
SOC Code 47.30	77	73	4	37	2	13	2	22	0	1	0
SOC Code 49.10	5	5	0	4	0	1	0	0	0	0	0
TOTAL	515	153	362	79	185	36	98	30	71	8	8
PERCENTAGE	100.0	29.7	70.3	15.3	35.9	7.0	19.0	5.8	13.8	1.6	1.6

**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

JUNE 30, 2017

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Custodian	35	11	24	5	16	2	2	4	5	0	1
TOTAL	35	11	24	5	16	2	2	4	5	0	1
PERCENTAGE	100.0	31.4	68.6	14.3	45.7	5.7	5.7	11.4	14.3	0.0	2.9

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2015

Major field of study	Grand Total	Total		White		Black		Hispanic		Hispanic		Other	
		Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female		
Management	247,713	109,897	137,816	89,887	106,697	9,251	16,008	5,798	8,664	4,961	6,447		

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. By definition, all graduate assistants are part time. Race categories exclude persons of Hispanic ethnicity.

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 2016.)

Table 315.20. Full-time instructional faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2015

Major field of study	Grand Total	Total		White		Black		Hispanic		Hispanic		Other	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professors	176,114	120,776	55,338	99,759	47,205	4,010	2,710	3,827	2,129	13,180	3,294		
Associate professors	148,732	82,932	65,800	64,010	52,501	4,333	4,744	3,800	3,167	10,789	5,388		
Assistant professors	153,258	73,602	79,656	55,186	59,808	4,171	6,679	3,692	3,923	10,553	9,246		
Instructors	93,215	40,055	53,160	31,457	41,030	2,570	4,710	3,118	3,763	2,910	3,657		
Total	571,319	317,365	253,954	250,412	200,544	15,084	18,843	14,437	12,982	37,432	21,585		

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2016, Human Resources component, Fall Staff section. (This table was prepared December 2016.)

Table 324.30 and 324.35. Doctor's degrees conferred to males and females by postsecondary institutions, by race/ethnicity and field of study: 2014-15

Major field of study	Grand Total	Total		White		Black		Hispanic		Hispanic		Other	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Health professions and related programs	67,180	27,761	39,419	19,336	26,902	1,352	3,023	1,668	2,280	5,405	7,214		

NOTE: Data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Reported racial/ethnic distributions of students by level of degree, field of degree, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. To facilitate trend comparisons, certain aggregations have been made of the degree fields as reported in the Integrated Postsecondary Education Data System (IPEDS): "Agriculture and natural resources" includes Agriculture, agriculture operations, and related sciences and Natural resources and conservation; and "Business" includes Business management, marketing, and related support services and Personal and culinary services. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2014 and Fall 2015, Completions component. (This table was prepared September 2016.)

Table 324.60 and 324.70. Degrees conferred to males and females by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2014-15

Major field of study	Grand Total		Total Male		Total Female		White Male		White Female		Black Male		Black Female		Hispanic Male		Hispanic Female		Other Male		Other Female	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Dentistry (D.D.S. or D.M.D.)	5,221	2,467	2,754	2,467	1,865	1,362	93	147	1,865	1,362	93	147	172	200	1,865	1,362	172	200	624	758	1,865	1,362
Medicine (M.D.)	17,670	8,425	9,245	8,425	6,246	5,055	410	783	6,246	5,055	410	783	609	630	6,246	5,055	609	630	1,980	1,957	6,246	5,055
Total	22,891	10,892	11,999	10,892	8,111	6,417	503	930	8,111	6,417	503	930	781	830	8,111	6,417	781	830	2,604	2,715	8,111	6,417

NOTE: Data are for postsecondary institutions participating in Title IV federal financial aid programs. Includes degrees that require at least 6 years of college work for completion (including at least 2 years of preprofessional training). Race categories exclude persons of Hispanic ethnicity. Reported racial/ethnic distributions of students by level of degree, field of degree, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2015, Completions component. (This table was prepared May 2017.)

the same level as the control condition. The mean error rate for the control condition was 2.4% (SD = 1.6%).

There were significant differences between the control condition and the three experimental conditions ($F(2, 10) = 4.46$, $p < 0.05$).

The mean error rate for the control condition was significantly lower than for the experimental conditions. The mean error rates for the experimental conditions were 3.6% (SD = 2.2%), 6.4% (SD = 3.4%) and 4.2% (SD = 2.8%) respectively.

4.2. Reaction times

The mean reaction times for the control condition were 1.93 s (SD = 0.13 s). The mean reaction times for the experimental conditions were 2.00 s (SD = 0.14 s),

4.3. Subjective ratings of effort

The mean ratings of effort for the control condition were 1.8 (SD = 0.7). The mean ratings of effort for the experimental conditions were 2.3 (SD = 0.9),

4.4. Subjective ratings of discomfort

The mean ratings of discomfort for the control condition were 1.1 (SD = 0.5). The mean ratings of discomfort for the experimental conditions were 1.2 (SD = 0.6),

1.4 (SD = 0.6) and 1.3 (SD = 0.6) respectively. There were no significant differences between the control condition and the experimental conditions.

4.5. Heart rate

The mean heart rate for the control condition was 136.3 (SD = 10.5). The mean heart rate for the experimental conditions were 137.2 (SD = 10.5),

144.2 (SD = 11.3) and 140.6 (SD = 12.7) respectively. There were no significant differences between the control condition and the experimental conditions.

4.6. Subjective ratings of fatigue

The mean ratings of fatigue for the control condition were 1.4 (SD = 0.8). The mean ratings of fatigue for the experimental conditions were 1.4 (SD = 0.7),

1.4 (SD = 0.8) and 1.4 (SD = 0.7) respectively. There were no significant differences between the control condition and the experimental conditions.

4.7. Subjective ratings of stress

The mean ratings of stress for the control condition were 1.4 (SD = 0.8). The mean ratings of stress for the experimental conditions were 1.5 (SD = 0.7),

1.5 (SD = 0.7) and 1.4 (SD = 0.7) respectively. There were no significant differences between the control condition and the experimental conditions.

4.8. Subjective ratings of anxiety

The mean ratings of anxiety for the control condition were 1.1 (SD = 0.6). The mean ratings of anxiety for the experimental conditions were 1.2 (SD = 0.6),

1.3 (SD = 0.6) and 1.2 (SD = 0.6) respectively. There were no significant differences between the control condition and the experimental conditions.

4.9. Subjective ratings of boredom

The mean ratings of boredom for the control condition were 1.0 (SD = 0.5). The mean ratings of boredom for the experimental conditions were 1.1 (SD = 0.5),

Connecticut Labor Force Data for Affirmative Action Plans

2nd Quarter - 2017

*"All of us do not have equal talent, but all of us should have an equal opportunity to develop our talents."
John F. Kennedy*



Connecticut Data for Affirmative Action Plan 2nd Quarter 2017

Connecticut Data for Affirmative Action Plans provides labor force information for Connecticut and its eight counties. The data presented are designed to meet the requirements of the Office of Federal Contract Compliance Programs (OFCCP) and/or the Connecticut Commission on Human Rights and Opportunities (CHRO) for companies, State agencies, and municipalities that submit an Affirmative Action Plan.

The job seekers listed in the "Characteristics of Job Seekers" tables are Unemployment Insurance claimants plus CTHires registrants in the quarter. The demographics of these job seekers are the basis for the percentages used to estimate the Minority and Women Unemployed shown in "Estimated Minority and Women Unemployed" table.

If you are completing an Affirmative Action Plan for a private company and you require regulations/guidelines to assist you in setting up your plan, please contact the OFCCP at (860) 240-4277.

If you are completing an Affirmative Action Plan for a State agency, municipality, or any political subdivision, and you require regulation guidelines for setting up your plan, please contact the CHRO, Office of Diversity Programs at (860) 541-3400 or visit their contract compliance website at: http://www.ct.gov/chro/taxonomy/ct_taxonomy.asp?DLN=45583&chroNav=1455851

To order Equal Employment Opportunity posters at no charge, please contact either the OFCCP or the CHRO at the numbers listed above.

If you need a listing of minority/female owned businesses, visit the Department of Administrative Services, Supplier Diversity Program's website at: <http://www.biznet.ct.gov/DASOpenAccess/SupplierDiversity/SDSearch.aspx>

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This publication is available online at:

www.ct.gov/dol

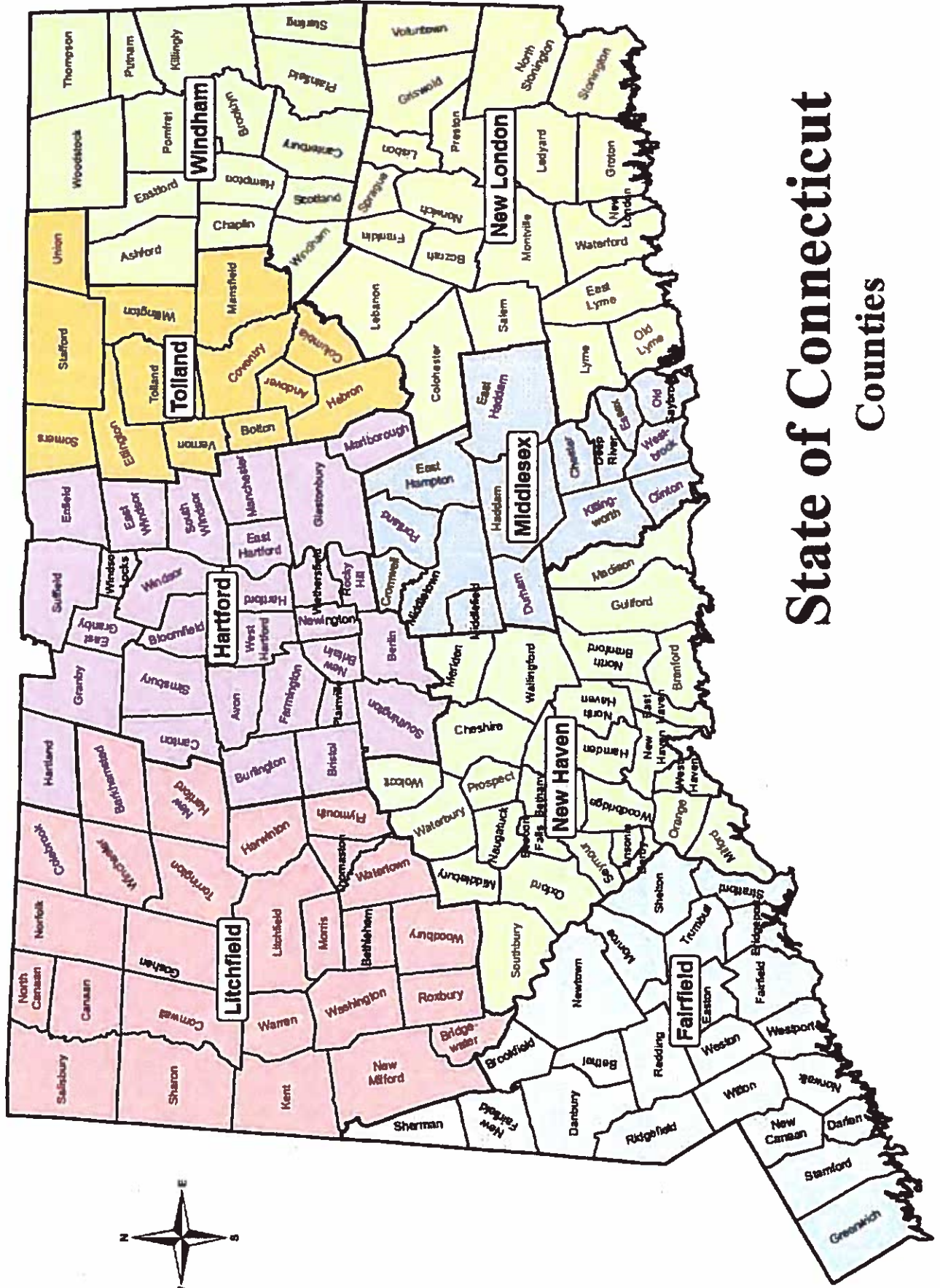
'Labor Market Information'



Connecticut Data for Affirmative Action Plan 2nd Quarter 2017

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State of Connecticut Counties



Estimated Minority and Women Unemployed

June 2017

LABOR MARKET	TOTAL			MINORITY UNEMPLOYED				WOMEN UNEMPLOYED				
	Labor Force	Unemployed	Unemp Rate	Total	% of Total Unemployed	Black	Hispanic	Total	% of Total Unemployed	Minority	Black	Hispanic
Fairfield County	498,000	24,900	5.0%	12,978	52.2%	6,545	5,622	12,556	50.5%	6,939	3,619	2,941
Hartford County	487,200	25,900	5.3%	14,334	55.4%	7,037	6,548	12,995	50.2%	7,609	3,765	3,526
Litchfield County	107,900	4,800	4.5%	687	14.2%	213	405	2,162	44.6%	305	83	195
Middlesex County	95,200	4,300	4.5%	1,038	24.1%	463	450	2,115	49.1%	497	238	201
New Haven County	471,600	26,200	5.6%	14,938	57.0%	7,896	6,454	13,014	49.7%	7,819	4,140	3,391
New London County	141,400	7,000	4.9%	2,422	34.6%	1,088	1,116	3,437	49.2%	1,235	528	597
Tolland County	87,900	3,900	4.5%	548	13.9%	214	237	1,853	47.0%	276	119	113
Windham County	65,600	3,600	5.5%	1,185	33.0%	167	970	1,736	48.4%	571	70	489
STATE TOTAL	1,954,900	100,600	5.1%	47,905	47.6%	23,207	22,086	49,782	49.5%	25,045	12,251	11,604

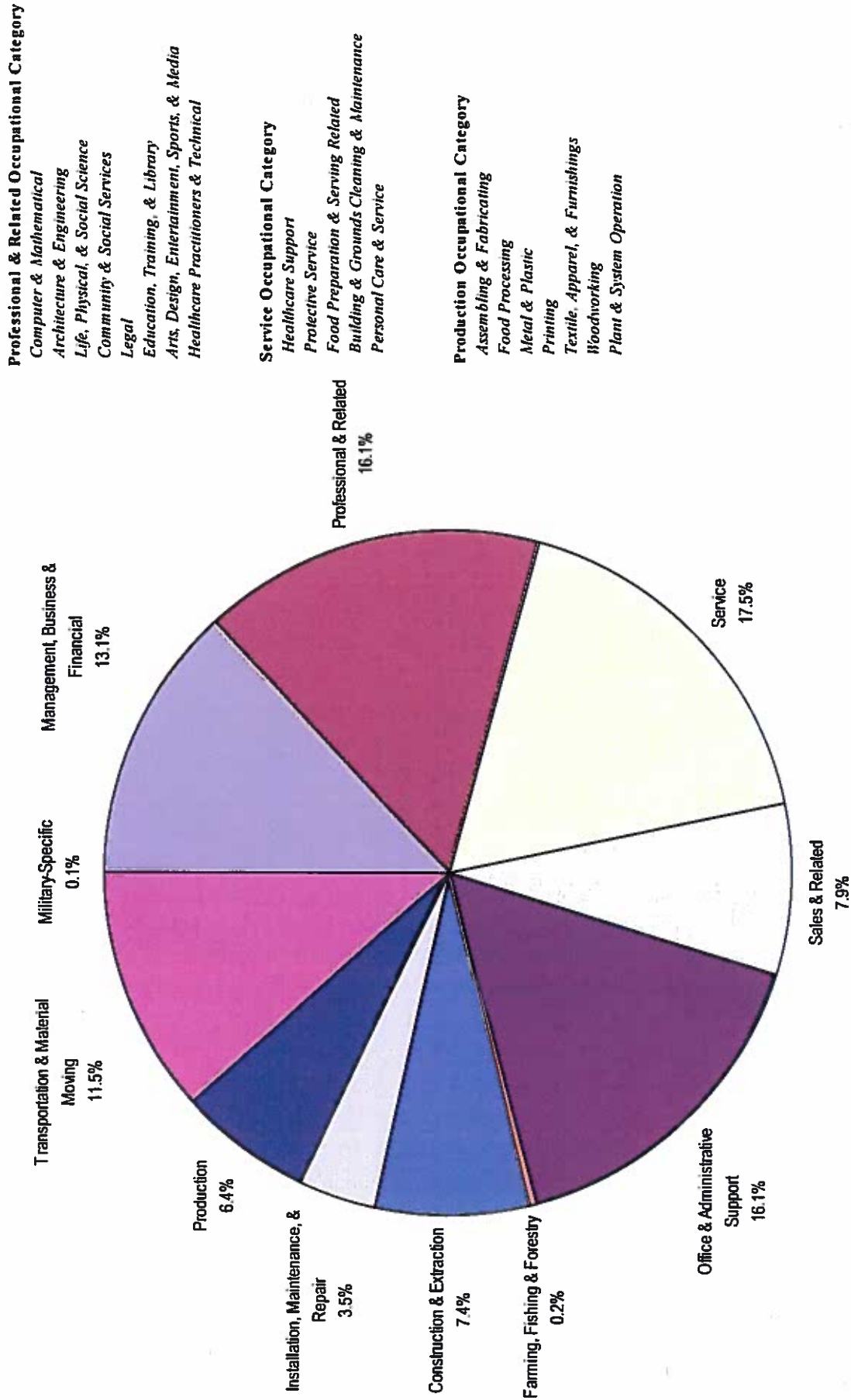
NOTE: State totals may not agree with the sum of the counties because they are estimated independently.

NOTE: Total Minority is defined as Black + Hispanic + Other races (Asian/Pacific Islander and Native American/Alaskan Native).

SOURCE: Connecticut Department of Labor, Office of Research

Connecticut Job Seekers by Major Occupational Category

2nd Quarter 2017



Professional & Related Occupational Category
 Computer & Mathematical
 Architecture & Engineering
 Life, Physical, & Social Science
 Community & Social Services
 Legal
 Education, Training, & Library
 Arts, Design, Entertainment, Sports, & Media
 Healthcare Practitioners & Technical

Service Occupational Category
 Healthcare Support
 Protective Service
 Food Preparation & Serving Related
 Building & Grounds Cleaning & Maintenance
 Personal Care & Service

Production Occupational Category
 Assembling & Fabricating
 Food Processing
 Metal & Plastic
 Printing
 Textile, Apparel, & Furnishings
 Woodworking
 Plant & System Operation

Characteristics of Job Seekers

State of Connecticut

SOC Code	Occupation	Total Job Seekers	Total		White		Black		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
00	Total - All Occupations	57,734	29,142	28,563	16,026	14,193	6,286	7,029	6,014	6,658	816	683
11	Management Occupations	4,445	2,314	2,127	1,763	1,468	245	324	234	293	72	42
	Top Executives	329	221	107	161	67	31	20	24	17	5	3
11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	862	495	366	416	293	36	28	33	40	10	5
11.30	Operations Specialties Managers	1,166	508	657	389	443	51	105	45	93	23	16
11.90	Other Management Occupations	2,073	1,081	991	791	662	125	170	131	141	34	18
13	Business & Financial Operations Occupations	2,073	1,005	1,068	712	721	125	189	103	107	65	51
13.10	Business Operations Specialists	920	442	478	291	321	70	93	63	51	18	13
13.20	Financial Specialists	1,149	561	588	419	399	55	96	40	56	47	37
15	Computer & Mathematical Occupations	1,495	1,097	398	733	236	142	77	128	47	94	38
15.10	Computer Specialists	1,448	1,074	374	715	224	138	74	128	42	93	34
15.20	Mathematical Scientists	46	23	23	18	12	4	3	0	4	1	4
17	Architecture & Engineering Occupations	1,067	889	177	611	110	107	17	120	41	51	9
17.10	Architects, Surveyors, & Cartographers	40	30	10	23	6	2	2	5	2	0	0
17.20	Engineers	460	403	57	290	38	47	5	27	10	39	4
17.30	Drafters, Engineering, & Mapping Technicians	567	456	110	298	66	58	10	88	29	12	5
19	Life, Physical, & Social Science Occupations	440	230	210	158	132	24	27	23	25	25	26
19.10	Life Scientists	96	51	45	39	32	2	2	5	2	5	9
19.20	Physical Scientists	81	53	28	40	19	2	2	2	2	9	5
19.30	Social Scientists & Related Workers	60	23	37	10	21	5	9	6	5	2	2
19.40	Life, Physical, & Social Science Technicians	200	101	99	68	59	14	14	10	16	9	10
21	Community & Social Services Occupations	1,118	312	806	135	332	116	280	52	182	9	12
21.10	Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	1,087	300	787	129	321	112	278	50	176	9	12
21.20	Religious Workers	28	10	18	5	11	4	1	1	6	0	0
23	Legal Occupations	279	77	202	59	139	7	31	9	27	2	5
23.10	Lawyers, Judges, & Related Workers	95	47	48	37	31	5	11	5	3	0	3
23.20	Legal Support Workers	184	30	154	22	108	2	20	4	24	2	2
25	Education, Training, & Library Occupations	1,203	297	905	183	532	64	200	42	149	8	24
25.10	Postsecondary Teachers	135	47	87	31	48	6	18	9	18	1	3
25.20	Primary, Secondary & Special Education Teachers	220	49	171	23	113	13	31	10	23	3	4
25.30	Other Teachers & Instructors	432	127	305	97	215	17	52	11	27	2	11
25.40	Librarians, Curators, & Archivists	29	12	17	9	14	1	1	1	2	1	0
25.90	Other Education, Training, & Library Occupations	380	60	320	23	140	25	97	11	77	1	6

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Arts, Design, Entertainment, Sports, & Media Occupations	27	965	530	435	374	326	72	49	68	50	16	10
Art & Design Workers	27.10	329	162	167	113	139	19	9	27	17	3	2
Entertainers & Performers, Sports & Related Workers	27.20	306	176	130	115	78	32	26	21	23	8	3
Media & Communication Workers	27.30	221	114	107	90	88	11	7	11	7	2	5
Media & Communication Equipment Workers	27.40	103	73	30	52	21	10	6	9	3	2	0
Healthcare Practitioners & Technical Occupations	29	1,478	271	1,206	155	710	59	266	47	206	10	24
Health Diagnosing & Treating Practitioners	29.10	589	97	492	54	336	16	78	21	67	6	11
Health Technologists & Technicians	29.20	786	143	642	84	336	33	164	23	130	3	12
Other Healthcare Practitioners & Technical Occupations	29.90	102	31	71	17	38	10	24	3	8	1	1
Healthcare Support Occupations	31	2,853	275	2,578	89	843	130	1,057	53	636	3	42
Nursing, Psychiatric, & Home Health Aides	31.10	1,807	158	1,649	43	432	82	821	32	369	1	27
Occupational & Physical Therapist Assistants & Aides	31.20	51	12	39	5	27	4	8	3	4	0	0
Other Healthcare Support Occupations	31.90	975	102	873	40	378	42	227	18	253	2	15
Protective Service Occupations	33	688	479	208	229	91	150	68	95	46	5	3
First-Line Supervisors/Mgrs. of Protective Service Workers	33.10	5	3	2	2	0	0	1	1	1	0	0
Fire Fighting & Prevention Workers	33.20	19	18	1	9	0	5	0	4	1	0	0
Law Enforcement Workers	33.30	109	91	18	52	6	17	7	21	5	1	0
Other Protective Service Workers	33.90	552	365	186	166	85	127	59	68	39	4	3
Food Preparation & Serving Related Occupations	35	3,010	1,461	1,549	564	895	481	303	383	308	33	43
Supervisors of Food Preparation & Serving Workers	35.10	314	221	93	132	52	49	15	35	20	5	6
Cooks & Food Preparation Workers	35.20	1,161	678	483	223	247	256	118	185	103	14	15
Food & Beverage Serving Workers	35.30	923	261	662	116	429	74	103	64	116	7	14
Other Food Preparation & Serving Related Workers	35.90	603	295	308	90	166	101	67	98	67	6	8
Building & Grounds Cleaning & Maintenance Occupations	37	1,099	765	332	338	129	154	74	267	124	6	5
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	60	48	12	27	7	5	2	16	3	0	0
Building Cleaning & Pest Control Workers	37.20	581	296	285	89	101	93	66	111	113	3	5
Grounds Maintenance Workers	37.30	449	417	30	220	20	56	6	138	4	3	0
Personal Care & Service Occupations	39	1,081	240	840	83	343	81	246	61	230	15	21
Supervisors of Personal Care & Service Workers	39.10	12	4	8	2	4	0	3	1	1	1	0
Animal Care & Service Workers	39.20	30	9	21	6	17	2	0	1	3	0	1
Entertainment Attendants & Related Workers	39.30	89	55	34	28	15	8	3	12	10	7	6
Funeral Service Workers	39.40	7	5	2	2	2	2	0	1	0	0	0
Personal Appearance Workers	39.50	124	27	96	5	50	6	15	14	28	2	3
Transportation, Tourism, & Lodging Attendants	39.60	19	11	8	2	2	5	3	4	3	0	0
Other Personal Care & Service Workers	39.90	784	121	663	34	251	55	221	27	180	5	11

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total		White		Black		Hispanic		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Sales & Related Occupations	41	3,958	1,711	2,245	1,082	999	308	263	623	58	48			
Supervisors of Sales Workers	41.10	215	113	102	70	58	20	18	21	5	2			
Retail Sales Workers	41.20	2,308	700	1,606	326	607	176	166	505	32	31			
Sales Representatives, Services	41.30	769	479	290	364	179	65	42	53	8	8			
Sales Representatives, Wholesale & Manufacturing	41.40	337	235	102	183	72	27	18	16	7	3			
Other Sales & Related Workers	41.90	314	179	135	137	79	20	17	24	5	4			
Office & Administrative Support Occupations	43	8,032	2,320	5,710	994	3,101	728	543	1,140	55	109			
Supervisors of Office & Administrative Support Workers	43.10	119	25	94	9	58	8	7	19	1	1			
Communications Equipment Operators	43.20	17	5	12	2	7	1	2	4	0	0			
Financial Clerks	43.30	681	125	556	69	354	35	13	84	8	17			
Information and Record Clerks	43.40	2,971	703	2,267	335	1,014	205	144	526	19	31			
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	1,588	1,170	417	423	176	414	317	121	16	7			
Secretaries & Administrative Assistants	43.60	1,282	57	1,225	30	786	9	18	196	0	27			
Other Office & Administrative Support Workers	43.90	1,352	229	1,123	123	695	54	41	186	11	26			
Farming, Fishing, & Forestry Occupations	45	94	64	30	31	19	4	29	11	0	0			
Supervisors of Farming, Fishing, & Forestry Workers	45.10	5	3	2	2	2	1	0	0	0	0			
Agricultural Workers	45.20	77	50	27	23	16	3	24	11	0	0			
Fishing & Hunting Workers	45.30	5	5	0	2	0	0	3	0	0	0			
Forest, Conservation, & Logging Workers	45.40	7	6	1	4	1	0	2	0	0	0			
Construction & Extraction Occupations	47	3,692	3,535	155	2,312	71	531	655	47	37	5			
Supervisors of Construction & Extraction Workers	47.10	53	52	1	40	1	4	6	0	2	0			
Construction Trades Workers	47.20	2,767	2,648	118	1,756	55	388	482	36	22	4			
Helpers, Construction Trades	47.30	420	404	16	244	9	55	102	2	3	0			
Other Construction & Related Workers	47.40	417	400	16	253	5	76	61	7	10	0			
Extraction Workers	47.50	34	30	4	19	1	8	3	2	0	1			
Installation, Maintenance, & Repair Occupations	49	1,768	1,671	95	954	30	279	414	44	24	2			
Supervisors of Installation, Maintenance, & Repair Workers	49.10	20	20	0	17	0	1	2	0	0	0			
Electrical & Electronic Equipment Mechanics, Installers	49.20	166	155	10	85	4	32	5	34	4	1			
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	503	486	16	291	7	63	124	6	8	0			
Other Installation, Maintenance & Repair Occupations	49.90	1,069	1,004	65	559	19	181	252	34	12	1			

Characteristics of Job Seekers

State of Connecticut

Occupation	SOC Code	Total Job Seekers	Total		White		Black		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Production Occupations	51	3,201	2,243	954	1,171	328	374	131	608	432	90	63
Supervisors of Production Workers	51.10	74	62	12	38	5	6	2	17	5	1	0
Assemblers & Fabricators	51.20	569	268	301	120	73	46	33	88	164	14	31
Food Processing Workers	51.30	147	83	64	36	25	27	16	20	22	0	1
Metal Workers & Plastic Workers	51.40	1,200	1,043	154	616	62	140	16	240	67	47	9
Printing Workers	51.50	93	72	21	56	11	8	3	6	7	2	0
Textile, Apparel, & Furnishings Workers	51.60	124	43	81	9	26	10	15	22	34	2	6
Woodworkers	51.70	68	64	4	46	2	6	2	11	0	1	0
Plant & System Operators	51.80	49	45	4	31	3	6	0	8	1	0	0
Other Production Occupations	51.90	865	556	308	217	119	124	43	193	130	22	16
Transportation & Material Moving Occupations	53	5,738	3,629	2,105	1,598	941	1,020	412	948	729	63	23
Supervisors of Transportation & Material Moving Workers	53.10	35	29	6	14	4	8	1	6	1	1	0
Air Transportation Workers	53.20	12	3	9	1	7	2	1	0	1	0	0
Motor Vehicle Operators	53.30	3,548	2,003	1,543	985	765	492	286	487	486	39	6
Rail Transportation Workers	53.40	13	11	2	5	0	4	1	2	1	0	0
Water Transportation Workers	53.50	16	15	1	13	0	0	1	2	0	0	0
Other Transportation Workers	53.60	368	224	144	106	62	66	48	47	34	5	0
Material Moving Workers	53.70	1,693	1,310	381	462	99	439	73	392	193	17	16
Other Transportation & Material Moving Occupations	53.90	2	1	1	0	0	1	0	0	0	0	1
Military Specific Occupations	55	60	46	14	28	7	7	2	8	5	3	0
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	7	4	3	4	1	0	1	0	1	0	0
First-Line Enlisted Military Supervisors/Managers	55.20	6	5	1	1	0	3	0	1	1	0	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	44	36	8	22	5	4	0	7	3	3	0
Unknown/Unclassifiable Occupations	99	7,897	3,681	4,214	1,670	1,690	1,078	1,290	861	1,156	72	78
Unknown/Unclassifiable Occupations	99.90	7,897	3,681	4,214	1,670	1,690	1,078	1,290	861	1,156	72	78

Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Total - All Occupations	00	14,750	7,331	7,407	3,498	3,070	1,865	2,146	1,722	2,010	246	181
Management Occupations	11	1,082	565	515	393	320	78	92	73	91	21	12
Top Executives	11.10	92	68	23	48	10	8	6	10	6	2	1
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	172	98	74	76	61	11	5	10	5	1	3
Operations Specialties Managers	11.30	305	127	177	92	106	17	34	15	32	3	5
Other Management Occupations	11.90	511	270	241	176	143	41	47	38	48	15	3
Business & Financial Operations Occupations	13	588	257	311	170	185	37	72	34	36	16	18
Business Operations Specialists	13.10	268	114	154	66	88	21	42	22	19	5	5
Financial Specialists	13.20	298	142	156	103	97	16	30	12	17	11	12
Computer & Mathematical Occupations	15	389	267	122	183	72	30	24	24	12	30	14
Computer Specialists	15.10	373	258	115	176	71	28	23	24	9	30	12
Mathematical Scientists	15.20	15	9	6	7	1	2	1	0	2	0	2
Architecture & Engineering Occupations	17	277	231	46	143	26	37	7	28	11	23	2
Architects, Surveyors, & Cartographers	17.10	6	3	3	3	2	0	1	0	0	0	0
Engineers	17.20	133	117	16	71	10	19	2	8	2	19	2
Drafters, Engineering, & Mapping Technicians	17.30	138	111	27	69	14	18	4	20	9	4	0
Life, Physical, & Social Science Occupations	19	91	46	45	31	29	5	3	6	6	4	7
Life Scientists	19.10	14	10	4	8	3	0	1	2	0	0	0
Physical Scientists	19.20	14	9	5	7	4	2	0	0	0	0	1
Social Scientists & Related Workers	19.30	14	6	8	2	6	1	0	2	1	1	1
Life, Physical, & Social Science Technicians	19.40	49	21	28	14	16	2	2	2	5	3	5
Community & Social Services Occupations	21	325	88	237	33	73	34	103	19	59	2	2
Counselors, Social Workers, Other Cmnty/Soc. Svcs. Workers	21.10	316	84	232	32	70	32	102	18	58	2	2
Religious Workers	21.20	8	4	4	1	3	2	0	1	1	0	0
Legal Occupations	23	80	26	54	20	34	1	10	3	9	2	1
Lawyers, Judges, & Related Workers	23.10	29	14	15	12	10	0	4	2	1	0	0
Legal Support Workers	23.20	51	12	39	8	24	1	6	1	8	2	1
Education, Training, & Library Occupations	25	343	87	255	55	124	20	67	9	58	3	6
Postsecondary Teachers	25.10	43	14	28	12	11	1	8	1	8	0	1
Primary, Secondary & Special Education Teachers	25.20	49	12	37	5	16	2	12	4	8	1	1
Other Teachers & Instructors	25.30	143	41	102	31	64	8	18	1	16	1	4
Librarians, Curators, & Archivists	25.40	7	2	5	1	4	1	1	0	0	0	0
Other Education, Training, & Library Occupations	25.90	101	18	83	6	29	8	28	3	26	1	0

Characteristics of Job Seekers

Hartford County

Occupation	SOC Code	Total Job Seekers	Total		White		Black		Hispanic		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Arts, Design, Entertainment, Sports, & Media Occupations														
Art & Design Workers	27	231	139	92	88	72	20	7	25	9	6	4		
Entertainers & Performers, Sports & Related Workers	27.10	72	39	33	24	31	4	0	10	2	1	0		
Media & Communication Workers	27.20	69	40	29	21	16	10	4	7	7	2	2		
Media & Communication Equipment Workers	27.30	61	38	23	28	18	3	3	5	0	2	2		
	27.40	28	21	7	14	7	3	0	3	0	1	0		
Healthcare Practitioners & Technical Occupations														
Health Diagnosing & Treating Practitioners	29	342	70	272	40	131	16	80	11	52	3	9		
Health Technologists & Technicians	29.10	143	25	118	12	68	6	28	5	19	2	3		
Other Healthcare Practitioners & Technical Occupations	29.20	176	38	138	24	56	7	46	6	30	1	6		
	29.90	22	7	15	4	7	3	6	0	2	0	0		
Healthcare Support Occupations														
Nursing, Psychiatric, & Home Health Aides	31	666	63	603	14	179	36	261	12	150	1	13		
Occupational & Physical Therapist Assistants & Aides	31.10	379	35	344	4	67	21	192	9	76	1	9		
Other Healthcare Support Occupations	31.20	13	2	11	0	8	2	3	0	0	0	0		
	31.90	268	25	243	9	103	13	65	3	71	0	4		
Protective Service Occupations														
First-Line Supervisors/Mgrs. of Protective Service Workers	33	171	106	64	35	20	43	20	27	23	1	1		
Fire Fighting & Prevention Workers	33.10	3	2	1	1	0	0	1	1	0	0	0		
Law Enforcement Workers	33.20	5	4	1	0	0	2	0	2	1	0	0		
Other Protective Service Workers	33.30	24	19	5	4	1	7	2	8	2	0	0		
	33.90	136	79	56	30	19	33	16	15	20	1	1		
Food Preparation & Serving Related Occupations														
Supervisors of Food Preparation & Serving Workers	35	744	361	383	125	185	113	79	112	109	11	10		
Cooks & Food Preparation Workers	35.10	65	46	19	22	8	13	4	9	7	2	0		
Food & Beverage Serving Workers	35.20	301	171	130	55	53	62	38	49	35	5	4		
Other Food Preparation & Serving Related Workers	35.30	210	61	149	22	87	20	23	19	36	0	3		
	35.90	165	81	84	26	37	17	14	35	30	3	3		
Building & Grounds Cleaning & Maintenance Occupations														
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37	238	160	78	55	18	32	22	72	37	1	1		
Building Cleaning & Pest Control Workers	37.10	10	9	1	3	0	1	0	5	1	0	0		
Grounds Maintenance Workers	37.20	146	74	72	16	15	19	22	38	34	1	1		
	37.30	81	77	4	36	3	12	0	29	1	0	0		
Personal Care & Service Occupations														
Supervisors of Personal Care & Service Workers	39	240	51	189	15	68	22	68	8	52	6	1		
Animal Care & Service Workers	39.10	4	1	3	1	1	0	2	0	0	0	0		
Entertainment Attendants & Related Workers	39.20	10	3	7	2	5	1	0	0	2	0	0		
Funeral Service Workers	39.30	10	8	2	6	1	0	0	0	1	2	0		
Personal Appearance Workers	39.40	2	2	0	0	0	2	0	0	0	0	0		
Transportation, Tourism, & Lodging Attendants	39.50	22	3	19	0	11	1	1	1	7	1	0		
Other Personal Care & Service Workers	39.60	5	2	3	1	1	0	1	1	1	0	0		
	39.90	183	32	151	5	49	18	63	6	38	3	1		

Characteristics of Job Seekers

Hartford County

Occupation	SOC Code	Total Job Seekers	Total		White		Black		Hispanic		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Sales & Related Occupations	41	980	392	588	233	196	66	164	75	211	18	15		
Supervisors of Sales Workers	41.10	50	25	25	17	14	2	4	5	6	1	1		
Retail Sales Workers	41.20	576	157	417	64	107	38	128	48	173	7	9		
Sales Representatives, Services	41.30	196	121	75	88	38	16	15	13	20	4	2		
Sales Representatives, Wholesale & Manufacturing	41.40	78	49	29	35	16	4	7	6	4	4	2		
Other Sales & Related Workers	41.90	74	39	35	29	20	6	8	3	6	1	1		
Office & Administrative Support Occupations	43	2,390	710	1,678	256	785	252	505	188	384	14	24		
Supervisors of Office & Administrative Support Workers	43.10	38	11	27	4	15	4	4	2	8	1	0		
Communications Equipment Operators	43.20	3	2	1	1	1	1	0	0	0	0	0		
Financial Clerks	43.30	175	31	144	14	78	14	36	1	28	2	2		
Information & Record Clerks	43.40	868	188	679	81	253	65	246	41	173	1	7		
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	516	382	133	111	55	141	42	127	35	3	1		
Secretaries & Administrative Assistants	43.60	348	19	329	6	175	4	81	9	67	0	6		
Other Office & Administrative Support Workers	43.90	433	75	358	38	183	22	96	8	71	7	8		
Farming, Fishing, & Forestry Occupations	45	21	14	7	5	6	2	0	7	1	0	0		
Supervisors of Farming, Fishing, & Forestry Workers	45.10	1	1	0	1	0	0	0	0	0	0	0		
Agricultural Workers	45.20	17	10	7	2	6	2	0	6	1	0	0		
Fishing & Hunting Workers	45.30	1	1	0	1	0	0	0	0	0	0	0		
Forest, Conservation, & Logging Workers	45.40	2	2	0	1	0	0	0	1	0	0	0		
Construction & Extraction Occupations	47	843	888	33	437	12	165	7	196	13	11	1		
Supervisors of Construction & Extraction Workers	47.10	10	10	0	7	0	0	0	3	0	0	0		
Construction Trades Workers	47.20	649	628	21	347	9	130	4	145	8	6	0		
Helpers, Construction Trades	47.30	77	73	4	37	2	13	2	22	0	1	0		
Other Construction & Related Workers	47.40	99	91	7	42	1	20	1	25	5	4	0		
Extraction Workers	47.50	8	7	1	4	0	2	0	1	0	0	1		
Installation, Maintenance, & Repair Occupations	49	427	397	29	205	6	88	3	97	19	7	1		
Supervisors of Installation, Maintenance, & Repair Workers	49.10	5	5	0	4	0	1	0	0	0	0	0		
Electrical & Electronic Equipment Mechanics, Installers	49.20	34	33	1	15	1	9	0	8	0	1	0		
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	118	115	2	57	1	30	0	24	1	4	0		
Other Installation, Maintenance & Repair Occupations	49.90	265	242	23	129	4	46	3	65	15	2	1		

Characteristics of Job Seekers

Hartford County

Occupation	SOC Code	Total Job Seekers	Total		White		Black		Hispanic		Other	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Production Occupations	51	891	649	241	301	84	126	35	191	108	31	14
Supervisors of Production Workers	51.10	14	10	4	4	3	2	0	3	1	1	0
Assemblers & Fabricators	51.20	153	82	71	32	18	17	4	31	41	2	8
Food Processing Workers	51.30	44	24	20	9	5	10	5	5	10	0	0
Metal Workers & Plastic Workers	51.40	340	310	29	174	18	45	3	68	7	23	1
Printing Workers	51.50	34	28	6	22	1	3	2	3	3	0	0
Textile, Apparel, & Furnishings Workers	51.60	45	19	26	1	5	5	6	12	13	1	2
Woodworkers	51.70	11	9	2	5	1	2	1	2	0	0	0
Plant & System Operators	51.80	18	16	2	12	1	1	0	3	1	0	0
Other Production Occupations	51.90	225	146	79	41	31	41	14	61	31	3	3
Transportation & Material Moving Occupations	53	1,649	1,006	642	351	180	336	173	301	280	18	9
Supervisors of Transportation & Material Moving Workers	53.10	12	9	3	4	2	4	0	1	1	0	0
Air Transportation Workers	53.20	1	0	1	0	0	0	1	0	0	0	0
Motor Vehicle Operators	53.30	1,001	509	491	220	149	150	123	134	217	5	2
Water Transportation Workers	53.50	1	0	1	0	0	0	1	0	0	0	0
Other Transportation Workers	53.60	121	64	57	23	13	18	26	20	18	3	0
Material Moving Workers	53.70	497	414	83	103	15	162	21	139	41	10	6
Other Transportation & Material Moving Occupations	53.90	1	0	1	0	0	0	0	0	0	0	1
Military Specific Occupations	55	11	7	4	3	2	3	0	1	2	0	0
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	2	2	0	2	0	0	0	0	0	0	0
First-Line Enlisted Military Supervisors/Managers	55.20	2	1	1	0	0	1	0	0	1	0	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	7	4	3	1	2	2	0	1	1	0	0
Unknown/Unclassifiable Occupations	99	1,751	830	921	307	283	303	344	203	278	17	16
Unknown/Unclassifiable Occupations	99.90	1,751	830	921	307	283	303	344	203	278	17	16

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
2000 Census of Population and Housing - Special EEO Tabulation

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Total Civilian Labor Force	1,757,139	918,028	52.2	838,344	47.7	744,504	42.4	664,879	37.8	62,231	3.5
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,675	159,068	59.0	110,547	41.0	144,195	53.5	96,010	35.6	5,010	1.9
<i>Management Occupations (110001)</i>	<i>175,185</i>	<i>112,949</i>	<i>64.5</i>	<i>62,224</i>	<i>35.5</i>	<i>102,780</i>	<i>58.7</i>	<i>55,135</i>	<i>31.5</i>	<i>3,058</i>	<i>1.7</i>
Top Executives (111000)	34,085	27,181	79.7	6,908	20.3	25,440	74.6	6,360	18.7	430	1.3
Chief Executives (111011)	21,345	17,743	83.1	3,604	16.9	16,790	78.7	3,435	16.1	205	1.0
General & Operations Mgrs. (111021)	12,395	9,224	74.4	3,169	25.6	8,450	68.2	2,840	22.9	225	1.8
Legislators (111031)	345	214	62.0	135	39.1	200	58.0	85	24.6	0	0.0
Advert., Marketing, Promo., Pub. Rel. (112000)	23,610	13,866	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs. (112011)	1,495	659	44.1	832	55.7	620	41.5	820	54.8	10	0.7
Marketing & Sales Mgrs. (112020)	21,120	12,774	60.5	8,345	39.5	11,790	55.8	7,495	35.5	335	1.6
Public Relations Mgrs. (112031)	995	433	43.5	558	56.1	410	41.2	505	50.8	15	1.5
Operations Specialties Mgrs. (113000)	42,525	25,851	60.8	16,668	39.2	23,445	55.1	14,575	34.3	744	1.7
Administrative Services Mgrs. (113011)	1,635	1,040	63.6	594	36.3	965	59.0	535	32.7	20	1.2
Computer & Info. Systems Mgrs. (113021)	6,010	4,245	70.6	1,763	29.3	3,855	64.1	1,620	27.0	120	2.0
Financial Managers (113031)	18,790	10,618	56.5	8,163	43.4	9,705	51.6	7,145	38.0	219	1.2
Human Resources Mgrs. (113040)	6,100	2,630	43.1	3,473	56.9	2,170	35.6	3,045	49.9	240	3.9
Industrial Production Mgrs. (113051)	4,675	3,684	78.8	990	21.2	3,415	73.0	815	17.4	65	1.4
Purchasing Managers (113061)	2,955	1,680	56.9	1,275	43.1	1,500	54.1	1,045	35.4	20	0.7
Transp., Storage, & Dist. Mgrs. (113071)	2,360	1,954	82.8	410	17.4	1,735	73.5	370	15.7	60	2.5
Other Management Occupations (119000)	74,965	46,051	61.4	28,913	38.6	41,075	54.8	25,380	33.9	1,524	2.0
Farm, Ranch, & Other Agric. Mgrs. (119011)	975	679	69.6	300	30.8	545	55.9	280	28.7	35	3.6
Farmers & Ranchers (119012)	1,265	995	78.7	275	21.7	985	77.9	265	20.9	0	0.0
Construction Managers (119021)	7,480	7,083	94.7	398	5.3	6,720	89.8	360	4.8	99	1.3
Education Administrators (119030)	9,935	4,158	41.9	5,779	58.2	3,695	37.2	5,050	50.9	265	2.7
Engineering Managers (119041)	2,360	2,214	93.8	145	6.1	2,000	84.7	145	6.1	40	1.7
Food Service Managers (119051)	7,820	4,873	62.3	2,944	37.6	3,835	49.0	2,530	32.4	160	2.0
Funeral Directors (119061)	580	509	87.8	70	12.1	455	78.4	70	12.1	35	6.0
Gaming Managers (119071)	385	228	59.2	154	40.0	220	57.1	135	35.1	0	0.0
Lodging Managers (119081)	865	454	52.5	410	47.4	340	39.3	325	37.6	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,358	70.3	1,650	26.6	3,905	63.0	60	1.0
Natural Sciences Managers (119121)	360	250	69.4	110	30.8	200	55.6	100	27.8	0	0.0
Postmasters & Mail Superintendents (119131)	275	175	63.6	105	38.2	165	60.0	95	34.5	0	0.0
Prop., Real Est., & Comm. Assoc. Mgrs. (119141)	4,475	2,675	59.8	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,550	1,109	31.2	2,438	68.7	880	24.8	2,015	56.8	190	5.4
Managers, All Other (119199)	28,440	18,815	66.2	9,629	33.9	16,975	59.7	8,485	29.8	495	1.7
<i>Business & Financial Oper. Occs. (130001)</i>	<i>94,490</i>	<i>46,119</i>	<i>48.8</i>	<i>48,323</i>	<i>51.1</i>	<i>41,415</i>	<i>43.8</i>	<i>40,875</i>	<i>43.3</i>	<i>1,952</i>	<i>2.1</i>
Business Operations Specialists (131000)	45,645	20,718	45.4	24,907	54.6	18,410	40.3	21,075	46.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Whse. & Ret. Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,350	49.6	40	1.4
Purch. Agts, Exc. Whse, Ret., Etc. (131023)	4,015	1,867	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	6,275	2,134	34.0	4,134	65.9	1,865	29.7	3,405	54.3	175	2.8
Compliance Officers, Exc. Agri., Etc. (131041)	1,445	724	50.1	720	49.8	590	40.8	590	40.8	70	4.8
Cost Estimators (131051)	1,205	1,074	89.1	130	10.8	1,060	88.0	110	9.1	0	0.0
Human Res., Training, & Labor Rel. Spec. (131070)	12,930	4,408	34.2	8,500	65.9	3,825	29.7	6,970	54.0	270	2.1
Logisticians (131081)	450	267	59.3	172	38.2	255	56.7	150	33.3	4	0.9
Management Analysts (131111)	12,235	7,304	59.7	4,933	40.3	6,540	53.5	4,375	35.8	144	1.2
Meeting & Convention Planners (131121)	705	115	16.3	594	84.3	80	11.3	535	75.9	35	5.0
Other Business Operations Specialists (1311XX)	3,075	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,965	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	560	39.7	40	2.8

* Estimates may not add to the total due to rounding. For information on rounding and confidentiality, see Appendix E.

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
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Statewide

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
76,358	4.3	70,774	4.0	63,532	3.6	40,519	2.3	33,575	1.9	Total Civilian Labor Force
6,910	2.6	4,448	1.6	3,678	1.4	5,415	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)
3,173	1.8	3,276	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	50	0.2	463	2.2	59	0.3	Chief Executives (111011)
200	1.6	290	2.3	65	0.5	259	2.1	64	0.5	General & Operations Mgrs. (111021)
30	6.7	0	0.0	20	5.6	14	4.1	0	0.0	Legislators (111031)
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)
285	1.3	260	1.2	215	1.0	399	1.8	350	1.7	Marketing & Sales Mgrs. (112020)
45	4.5	8	0.8	4	0.4	0	0.0	4	0.4	Public Relations Mgrs. (112031)
910	2.1	875	2.1	528	1.2	787	1.9	655	1.5	Operations Specialties Mgrs. (113000)
0	0.0	35	2.1	34	2.1	20	1.2	25	1.5	Administrative Services Mgrs. (113011)
70	1.2	85	1.4	19	0.3	185	3.1	54	0.9	Computer & Info. Systems Mgrs. (113021)
480	2.6	315	1.7	230	1.2	379	2.0	308	1.6	Financial Managers (113031)
215	3.5	140	2.3	120	2.0	80	1.3	93	1.5	Human Resources Mgrs. (113040)
45	1.0	140	3.0	45	1.0	64	1.4	85	1.8	Industrial Production Mgrs. (113051)
75	2.5	45	1.5	65	2.2	15	0.5	90	3.0	Purchasing Managers (113061)
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)
1,639	2.2	1,544	2.1	964	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)
0	0.0	65	6.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
335	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)
0	0.0	65	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)
0	0.0	10	3.6	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.0	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Wholesale & Retail Buyers, Exc. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Wholesale, Retail, Etc. (131023)
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)
35	2.4	45	3.1	25	1.7	19	1.3	70	4.6	Compliance Officers, Exc. Agric., Etc. (131041)
0	0.0	10	0.6	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
660	6.7	150	1.2	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Logisticians (131081)
325	2.7	190	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)
185	6.0	39	1.3	120	3.9	63	2.0	58	2.9	Other Business Operations Specialists (1311XX)
1,539	3.4	517	1.3	645	1.7	760	1.5	1,131	2.3	Financial Specialists (132000)
985	3.5	335	1.2	425	1.7	404	1.4	519	2.9	Accountants & Auditors (132011)
10	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

CONNECTICUT OCCUPATIONAL STATISTICS
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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Budget Analysts (132031)	470	250	53.2	218	46.4	205	43.6	200	42.6	10	2.1
Credit Analysts (132041)	435	200	46.0	234	53.8	160	36.8	165	37.9	10	2.3
Financial Analysts (132051)	1,985	1,393	70.2	584	29.4	1,265	63.7	480	24.2	40	2.0
Personal Financial Advisors (132052)	6,630	4,405	66.4	2,223	33.5	4,065	61.3	1,910	28.8	90	1.4
Insurance Underwriters (132053)	3,150	1,259	40.0	1,885	59.8	1,140	36.2	1,635	51.9	40	1.3
Financial Examiners (132061)	145	95	65.5	49	33.8	80	55.2	35	24.1	0	0.0
Loan Counselors & Officers (132070)	3,430	1,659	48.4	1,770	51.6	1,530	44.6	1,460	42.6	55	1.6
Tax Examiners, Collectors, & Rev. Agts (132081)	905	388	42.9	514	56.8	340	37.6	485	53.6	30	3.3
Tax Preparers (132082)	1,350	660	48.9	690	51.1	625	46.3	620	45.9	15	1.1
Financial Specialists, All Other (132099)	970	405	41.8	565	58.2	365	37.6	425	43.8	25	2.6
PROFESSIONAL & RELATED OCCUPATIONS (150000)	397,070	174,733	44.0	222,120	55.9	149,984	37.8	189,264	47.7	7,464	1.9
Computer & Mathematical Occupations (150001)	49,645	34,013	68.5	15,619	31.5	28,070	56.5	12,490	25.2	1,202	2.4
Computer Specialists (151000)	46,265	31,994	69.2	14,257	30.8	26,335	56.9	11,435	24.7	1,188	2.6
Computer Programmers (151021)	12,235	8,439	69.0	3,787	31.0	7,080	57.9	2,910	23.8	225	1.8
Computer Software Engineers (151030)	8,990	6,850	76.2	2,149	23.9	5,480	61.0	1,635	18.2	250	2.8
Computer Support Specialists (151041)	5,020	2,905	57.9	2,110	42.0	2,435	48.5	1,825	36.4	130	2.6
Database Administrators (151061)	1,315	829	63.0	484	36.8	715	54.4	365	27.8	30	2.3
Network & Computer Syst. Admins. (151071)	2,550	1,919	75.3	629	24.7	1,680	65.9	500	19.6	39	1.5
Network Sys. & Data Comm. Analysts (151081)	4,265	3,133	73.5	1,139	26.7	2,600	61.0	980	23.0	129	3.0
Computer Scientists & Sys. Analysts (1510XX)	11,890	7,919	66.6	3,959	33.3	6,345	53.4	3,220	27.1	385	3.2
Mathematical Scientists (152000)	3,380	2,019	59.7	1,362	40.3	1,735	51.3	1,055	31.2	14	0.4
Actuaries (152011)	1,515	1,020	67.3	494	32.6	900	59.4	350	23.1	10	0.7
Operations Research Analysts (152031)	1,350	774	57.3	574	42.5	660	48.9	450	33.3	4	0.3
Misc. Math Science Occupations (1520XX)	515	225	43.7	294	57.1	175	34.0	255	49.5	0	0.0
Architecture & Engineering Occs. (170001)	41,635	36,743	88.3	4,837	11.6	32,690	78.5	4,115	9.9	1,019	2.4
Architects, Surveyors, & Cartographers (171000)	3,470	2,788	80.3	680	19.6	2,560	73.8	620	17.9	65	1.9
Architects, Except Naval (171010)	3,115	2,449	78.6	665	21.3	2,275	73.0	605	19.4	35	1.1
Surv., Cartog., & Photogrammetrists (171020)	355	339	95.5	15	4.2	285	80.3	15	4.2	30	8.5
Engineers (172000)	28,010	25,319	90.4	2,660	9.5	22,600	80.7	2,275	8.1	575	2.1
Aerospace Engineers (172011)	3,740	3,329	89.0	408	10.9	2,880	77.0	315	8.4	60	1.6
Chemical Engineers (172041)	695	639	91.9	60	8.6	545	78.4	35	5.0	0	0.0
Civil Engineers (172051)	3,410	3,059	89.7	345	10.1	2,670	78.3	295	8.7	120	3.5
Computer Hardware Engineers (172061)	865	735	85.0	124	14.3	625	72.3	110	12.7	35	4.0
Electrical & Electronics Engineers (172070)	4,310	4,064	94.3	249	5.8	3,725	86.4	225	5.2	85	2.0
Environmental Engineers (172081)	555	415	74.8	134	24.1	380	68.5	130	23.4	20	3.6
Ind. Engineers, Incl. Health & Safety (172110)	3,355	2,804	83.6	555	16.5	2,590	77.2	460	13.7	35	1.0
Marine Engineers & Naval Architects (172121)	825	718	87.0	104	12.6	670	81.2	100	12.1	20	2.4
Materials Engineers (172131)	845	730	86.4	119	14.1	660	78.1	115	13.6	25	3.0
Mechanical Engineers (172141)	4,365	4,038	92.5	314	7.2	3,635	83.3	290	6.6	85	1.9
Nuclear Engineers (172161)	325	290	89.2	30	9.2	275	84.6	30	9.2	0	0.0
Petroleum, Mining & Geological Engrs (1721XX)	45	45	100.0	0	0.0	45	100.0	0	0.0	0	0.0
Miscellaneous Engineers, Incl. Agric. (172XXX)	4,675	4,453	95.3	218	4.7	3,900	83.4	170	3.6	90	1.9
Drafters, Engrng. & Mapping Techs. (173000)	10,155	8,636	85.0	1,497	14.7	7,530	74.2	1,220	12.0	379	3.7
Drafters (173010)	3,190	2,723	85.4	459	14.4	2,565	80.4	420	13.2	70	2.2
Engineering Technicians, Exc. Drafters (173020)	6,135	5,184	84.5	929	15.3	4,250	69.3	725	11.8	299	4.9
Surveying & Mapping Technicians (173051)	830	729	87.8	99	11.9	715	85.1	75	9.0	10	1.2
Life, Physical, & Social Science Occs. (190001)	19,730	11,101	56.3	8,604	43.6	9,200	46.6	6,944	35.2	196	1.0
Life Scientists (191000)	3,745	2,247	59.9	1,506	40.2	1,710	45.7	1,115	29.3	25	0.7
Agricultural & Food Scientists (191010)	335	240	71.6	95	28.4	240	71.6	80	23.9	0	0.0
Biological Scientists (191020)	925	539	58.3	389	42.1	465	50.3	315	34.1	0	0.0
Conservation Scientists & Foresters (191030)	80	64	80.0	19	23.8	60	75.0	15	18.8	0	0.0
Medical Scientists (191040)	2,405	1,404	58.4	1,003	41.7	945	39.3	705	29.3	25	1.0

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Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
4	0.9	15	3.2	4	0.9	20	4.3	10	2.1	Budget Analysts (132031)
25	5.7	10	2.3	40	9.2	20	4.6	4	0.9	Credit Analysts (132041)
55	2.8	4	0.2	10	0.5	64	4.2	39	2.0	Financial Analysts (132051)
145	2.2	130	2.0	44	0.7	120	1.8	124	1.9	Personal Financial Advisors (132052)
140	4.4	35	1.1	80	2.5	44	1.4	30	1.0	Insurance Underwriters (132053)
10	6.9	15	10.3	4	2.8	0	0.0	0	0.0	Financial Examiners (132061)
160	4.7	45	1.3	85	2.5	29	0.8	65	1.9	Loan Counselors & Officers (132070)
25	2.8	14	1.5	4	0.4	4	0.4	0	0.0	Tax Examiners, Collectors, & Rev. Agts (132081)
10	0.7	10	0.7	35	2.6	10	0.7	25	1.9	Tax Preparers (132082)
70	7.2	0	0.0	55	5.7	15	1.5	15	1.5	Financial Specialists, All Other (132099)
14,451	3.6	5,947	1.5	9,571	2.4	11,338	2.9	8,834	2.2	PROFESSIONAL & RELATED OCCUPATIONS (150000)
1,264	2.5	1,009	2.0	578	1.2	3,732	7.5	1,287	2.6	Computer & Mathematical Occupations (150001)
1,094	2.4	934	2.0	510	1.1	3,537	7.6	1,218	2.6	Computer Specialists (151000)
269	2.2	285	2.3	155	1.3	849	6.9	453	3.7	Computer Programmers (151021)
135	1.5	90	1.0	85	0.9	1,030	11.5	294	3.3	Computer Software Engineers (151030)
130	2.6	125	2.5	110	2.2	215	4.3	45	0.9	Computer Support Specialists (151041)
65	4.9	44	3.3	10	0.8	40	3.0	44	3.3	Database Administrators (151061)
90	3.5	85	3.3	10	0.4	115	4.5	29	1.1	Network & Computer Syst. Admins. (151071)
90	2.1	125	2.9	20	0.5	279	6.5	49	1.1	Network Sys. & Data Comm. Analysts (151081)
315	2.6	180	1.5	120	1.0	1,009	8.5	304	2.6	Computer Scientists & Sys. Analysts (1510XX)
170	5.0	75	2.2	68	2.0	195	5.8	69	2.0	Mathematical Scientists (152000)
85	5.6	10	0.7	4	0.3	100	6.6	55	3.6	Actuaries (152011)
60	4.4	45	3.3	60	4.4	65	4.8	4	0.3	Operations Research Analysts (152031)
25	4.9	20	3.9	4	0.8	30	5.8	10	1.9	Misc. Math Science Occupations (1520XX)
225	0.5	1,133	2.7	181	0.4	1,901	4.6	316	0.8	Architecture & Engineering Occs. (170001)
0	0.0	75	2.2	35	1.0	88	2.5	25	0.7	Architects, Surveyors, & Cartographers (171000)
0	0.0	65	2.1	35	1.1	74	2.4	25	0.8	Architects, Except Naval (171010)
0	0.0	10	2.8	0	0.0	14	3.9	0	0.0	Surv., Cartog., & Photogrammetrists (171020)
80	0.3	694	2.5	68	0.3	1,450	5.2	217	0.8	Engineers (172000)
15	0.4	130	3.5	19	0.5	259	6.9	59	1.6	Aerospace Engineers (172011)
10	1.4	25	3.6	0	0.0	69	9.9	15	2.2	Chemical Engineers (172041)
0	0.0	105	3.1	15	0.4	164	4.8	35	1.0	Civil Engineers (172051)
10	1.2	20	2.3	0	0.0	55	6.4	4	0.5	Computer Hardware Engineers (172061)
10	0.2	44	1.0	10	0.2	210	4.9	4	0.1	Electrical & Electronics Engineers (172070)
0	0.0	15	2.7	0	0.0	0	0.0	4	0.7	Environmental Engineers (172081)
35	1.0	95	2.8	30	0.9	84	2.5	30	0.9	Ind. Engineers, Incl. Health & Safety (172110)
0	0.0	20	2.4	0	0.0	8	1.0	4	0.5	Marine Engineers & Naval Architects (172121)
0	0.0	15	1.8	4	0.5	30	3.6	0	0.0	Materials Engineers (172131)
0	0.0	130	3.0	0	0.0	188	4.3	24	0.5	Mechanical Engineers (172141)
0	0.0	0	0.0	0	0.0	15	4.6	0	0.0	Nuclear Engineers (172161)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Petroleum, Mining & Geological Engrs (1721XX)
145	1.4	364	3.6	58	0.5	353	3.6	74	0.7	Miscellaneous Engineers, Incl. Agric. (172XXX)
15	0.5	45	1.4	10	0.3	43	1.3	14	0.4	Drafters, Engrng., & Mapping Techs. (173000)
130	2.1	315	5.1	44	0.7	320	5.2	40	0.7	Drafters (173010)
0	0.0	4	0.5	4	0.5	0	0.0	20	2.4	Engineering Technicians, Exc. Drafters (173020)
372	1.9	319	1.6	332	1.7	1,386	7.0	956	4.8	Surveying & Mapping Technicians (173031)
89	2.4	68	1.8	24	0.5	444	11.9	278	7.4	Life, Physical, & Social Science Occs (190001)
0	0.0	0	0.0	0	0.0	0	0.0	15	4.5	Life Scientists (191000)
4	0.4	4	0.4	10	1.1	70	7.6	60	6.5	Agricultural & Food Scientists (191010)
0	0.0	4	5.0	0	0.0	0	0.0	4	5.0	Biological Scientists (191020)
85	3.5	60	2.5	14	0.6	374	15.6	199	8.3	Conservation Scientists & Foresters (191030)
										Medical Scientists (191040)

CONNECTICUT OCCUPATIONAL STATISTICS
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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	6,465	4,242	65.6	2,215	34.3	3,460	53.5	1,554	24.2	20	0.3
Astronomers & Physicists (192010)	195	169	86.7	25	12.8	155	79.5	25	12.8	0	0.0
Atmospheric & Space Scientists (192021)	80	70	87.5	4	5.0	70	87.5	4	5.0	0	0.0
Chemists & Materials Scientists (192030)	2,445	1,605	65.6	844	34.5	1,375	56.2	605	24.7	0	0.0
Environ. Scientists & Geoscientists (192040)	745	573	76.9	165	22.1	550	73.8	155	20.8	0	0.0
Physical Scientists, All Other (192099)	3,000	1,825	60.8	1,177	39.2	1,310	43.7	775	25.8	20	0.7
Social Scientists & Related Workers (193000)	6,165	2,749	44.6	3,400	55.2	2,540	41.2	3,110	50.4	57	0.9
Economists (193011)	340	235	69.1	100	29.4	205	60.3	80	23.5	0	0.0
Market & Survey Researchers (193020)	1,705	813	47.7	889	52.1	785	46.0	775	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Urban & Regional Planners (193051)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Life, Physical, & Soc. Science Techs. (194000)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,155	34.4	94	2.8
Agric. & Food Science Technicians (194011)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Biological Technicians (194021)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Chemical Technicians (194031)	1,110	798	71.9	309	27.8	820	55.9	190	17.1	50	4.5
Geological & Petroleum Technicians (194041)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	1,850	804	43.5	1,040	56.2	675	36.5	855	46.2	40	2.2
Community & Social Services Occs. (210001)	27,980	9,800	35.0	18,176	65.0	7,190	25.7	13,020	46.5	1,574	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,555	50.2	1,329	5.8
Counselors (211010)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Social Workers (211020)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Misc. Comm. & Soc. Serv. Specialists (211090)	3,430	1,199	35.0	2,235	65.2	835	24.3	1,340	39.1	245	7.1
Religious Workers (212000)	4,980	3,328	66.8	1,653	33.2	2,770	55.6	1,465	29.4	245	4.9
Clergy (212011)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Directors, Religious Activities & Educ. (212021)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Religious Workers, All Other (212099)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,460	12,475	53.2	10,995	46.9	11,725	50.0	9,585	40.9	340	1.4
Lawyers, Judges, & Related Workers (231000)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Lawyers (231011)	14,610	10,702	73.3	3,908	26.7	10,170	69.6	3,420	23.4	225	1.5
Judges, Magistrates, & Other Jud. Wrks (231020)	965	519	53.8	443	45.9	480	49.7	375	38.9	25	2.6
Legal Support Workers (232000)	7,885	1,254	15.9	6,644	84.3	1,075	13.5	5,790	73.4	90	1.1
Paralegals & Legal Assistants (232011)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Miscellaneous Legal Support Workers (232090)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Education, Training, & Library Occs. (250001)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,560	64.7	1,454	1.3
Postsecondary Teachers (251000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Primary, Sec. & Special Ed. Teachers (252000)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,873	96.8	95	1.3	5,860	82.5	40	0.6
Elementary & Middle School Teachers (252020)	42,280	9,095	21.5	33,184	78.5	8,305	19.6	30,420	71.9	410	1.0
Secondary School Teachers (252030)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Special Education Teachers (252040)	3,565	495	13.9	3,054	85.9	430	12.1	2,915	81.8	40	1.1
Other Teachers & Instructors (253000)	9,155	2,933	32.0	6,215	67.9	2,530	27.6	5,370	58.7	159	1.7
Librarians, Curators, & Archivists (254000)	5,145	1,058	21.1	4,052	79.0	866	16.8	3,645	70.8	75	1.5
Archivists, Curators, & Museum Techs. (254010)	805	309	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Librarians (254021)	3,445	474	13.8	2,970	85.2	375	10.9	2,675	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	535	59.8	40	4.5
Other Educ., Training, & Library Occs. (255000)	14,645	1,374	9.4	13,260	90.5	945	6.5	10,280	70.2	175	1.2
Teacher Assistants (255041)	13,885	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Other Educ., Training, & Library Wrks (2550XX)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Arts, Des., Enterl., Sports, & Media Occs. (270001)	38,310	20,177	52.7	18,059	47.1	18,020	47.2	16,360	42.7	823	2.1
Art & Design Workers (271000)	15,780	7,238	45.9	8,527	54.0	6,510	41.9	7,870	49.9	210	1.3
Artists & Related Workers (271010)	3,360	1,664	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Statewide

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
53	0.8	113	1.7	134	2.1	649	10.0	464	7.2	Physical Scientists (192000)
0	0.0	4	2.1	0	0.0	10	5.1	0	0.0	Astronomers & Physicists (192010)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)
4	0.2	45	1.8	75	3.1	185	7.6	160	6.5	Chemists & Materials Scientists (192030)
0	0.0	4	0.5	10	1.3	19	2.6	0	0.0	Environ. Scientists & Geoscientists (192040)
49	1.6	60	2.0	49	1.6	435	14.5	304	10.1	Physical Scientists, All Other (192099)
80	1.3	44	0.7	79	1.3	108	1.6	131	2.1	Social Scientists & Related Workers (193000)
0	0.0	15	4.4	10	2.9	15	4.4	10	2.9	Economists (193011)
25	1.5	4	0.2	24	1.4	20	1.2	65	3.6	Market & Survey Researchers (193020)
55	1.6	25	0.7	45	1.3	65	1.9	48	1.4	Psychologists (193030)
0	0.0	0	0.0	0	0.0	4	1.4	4	1.4	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	1.0	4	1.0	Misc. Soc. Scientists, incl. Sociologists (1930XX)
150	4.5	94	2.8	95	2.8	185	5.5	63	2.5	Life, Physical, & Soc. Science Techs. (194000)
0	0.0	35	17.9	10	5.1	12	6.2	4	2.1	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	15	10.7	10	7.1	Biological Technicians (194021)
65	5.9	45	4.1	35	3.2	83	7.5	19	1.7	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (154041)
85	4.6	14	0.8	50	2.7	75	4.1	50	2.7	Misc. Life, Phy., & Soc. Sci. Techs. (1540XX)
3,015	10.8	669	2.4	1,764	6.3	367	1.3	377	1.3	Community & Social Services Occs. (210001)
2,950	12.8	570	2.5	1,705	7.4	153	0.7	313	1.4	Counselors, Soc. Workers, & Others (211000)
960	11.1	175	2.0	400	4.6	70	0.8	79	0.9	Counselors (211010)
1,515	13.9	305	2.8	955	8.8	54	0.5	154	1.4	Social Workers (211020)
475	13.6	90	2.6	340	9.9	29	0.8	80	2.3	Misc. Comm. & Soc. Serv. Specialists (211090)
65	1.3	99	2.0	59	1.2	214	4.3	64	1.3	Religious Workers (212000)
35	1.0	85	2.4	14	0.4	174	4.8	30	0.8	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.1	Directors, Religious Activities & Educ. (212021)
30	2.9	14	1.4	45	4.3	40	3.9	30	2.9	Religious Workers, All Other (212099)
634	2.7	114	0.5	470	2.0	296	1.3	306	1.3	Legal Occupations (230001)
249	1.6	65	0.4	155	1.0	256	1.6	152	1.0	Lawyers, Judges, & Related Workers (231000)
205	1.4	65	0.4	145	1.0	242	1.7	138	0.9	Lawyers (231011)
44	4.6	0	0.0	10	1.0	14	1.5	14	1.5	Judges, Magistrates, & Other Jud. Wrks (231020)
385	4.9	49	0.6	315	4.0	40	0.5	154	2.0	Legal Support Workers (232000)
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)
4,218	3.8	1,184	1.1	3,719	3.4	1,344	1.2	2,286	2.1	Education, Training, & Library Occs. (250001)
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)
1,909	2.9	419	0.6	1,650	2.5	209	0.3	941	1.4	Primary, Sec. & Special Ed. Teachers (252000)
465	6.5	74	1.0	405	5.7	10	0.1	143	2.0	Preschool & Kindergarten Teachers (252010)
1,139	2.7	225	0.5	980	2.3	155	0.4	645	1.5	Elementary & Middle School Teachers (252020)
245	1.9	95	0.7	200	1.6	44	0.3	129	1.0	Secondary School Teachers (252030)
60	1.7	25	0.7	65	1.8	0	0.0	24	0.7	Special Education Teachers (252040)
385	4.2	130	1.4	225	2.5	114	1.2	235	2.6	Other Teachers & Instructors (253000)
150	2.9	50	1.0	94	1.8	98	1.9	173	3.4	Librarians, Curators, & Archivists (254000)
20	2.5	0	0.0	0	0.0	19	2.4	44	5.5	Archivists, Curators, & Museum Techs. (254010)
95	2.8	30	0.9	50	2.6	69	2.0	110	3.2	Librarians (254021)
35	3.9	20	2.2	4	0.4	10	1.1	19	2.1	Library Technicians (254031)
1,375	9.4	200	1.4	1,345	9.2	54	0.4	260	1.8	Other Educ., Training, & Library Occs. (255000)
1,345	9.7	175	1.3	1,345	9.7	44	0.3	260	1.9	Teacher Assistants (255041)
30	3.9	25	3.3	0	0.0	10	1.3	0	0.0	Other Educ., Training, & Library Wrks (2550XX)
480	1.3	712	1.9	709	1.9	562	1.5	510	1.3	Arts, Des., Entert., Sports, & Media Occs. (270001)
190	1.2	225	1.4	240	1.5	193	1.2	227	1.4	Art & Design Workers (271000)
30	0.9	45	1.3	35	1.0	24	0.7	62	1.8	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Designers (271020)	12,420	5,574	44.9	6,845	55.1	5,050	40.7	6,315	50.6	175	1.4
Entertainers & Perf., Sports & Rel. Wrks. (272000)	7,925	5,060	63.8	2,830	35.7	4,370	55.1	2,670	33.7	344	4.3
Actors (272011)	295	160	54.2	134	45.4	120	40.7	100	33.9	10	3.4
Producers & Directors (272012)	2,000	1,233	61.7	764	38.2	1,115	55.8	700	35.0	69	3.5
Athletes, Coaches, Umps, & Rel. Wrks (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	28.8	155	4.9
Dancers & Choreographers (272030)	155	50	32.3	98	63.2	50	32.3	90	58.1	0	0.0
Musicians, Singers, & Rel. Workers (272040)	2,045	1,258	61.5	778	38.0	1,095	53.5	760	37.2	85	4.2
Ent. & Perf., Sports & Rel. Wrks, All Other (272099)	240	124	51.7	108	45.0	75	31.3	100	41.7	25	10.4
Media & Communication Workers (273000)	11,555	5,576	48.3	5,957	51.6	5,070	43.9	5,195	45.0	159	1.4
Announcers (273010)	620	544	87.7	80	12.9	425	68.5	55	8.9	45	7.3
News Analysts, Reporters & Corresp. (273020)	1,250	750	60.0	500	40.0	720	57.6	430	34.4	20	1.6
Public Relations Specialists (273031)	1,850	653	35.3	1,164	64.0	590	31.9	1,105	59.7	20	1.1
Editors (273041)	3,185	1,420	44.6	1,762	55.3	1,330	41.8	1,605	50.4	10	0.3
Technical Writers (273042)	1,050	593	56.5	454	43.2	520	49.5	370	35.2	40	3.8
Writers & Authors (273043)	2,765	1,314	47.5	1,448	52.4	1,245	45.0	1,370	49.5	20	0.7
Misc. Media & Comm. Workers (273090)	835	302	36.2	529	63.4	240	28.7	260	31.1	4	0.5
Media & Comm. Equipment Workers (274000)	3,050	2,303	75.5	745	24.4	2,030	66.6	625	20.5	110	3.6
Photographers (274021)	1,590	1,104	69.4	485	30.5	970	61.0	405	25.5	30	1.9
TV, Video, & Motion Pict. Camera Oper. (274030)	390	305	78.2	80	23.1	285	73.1	60	15.4	0	0.0
BC & Sound Engrng. Techs, Etc. (2740XX)	1,070	894	83.6	170	15.9	775	72.4	160	15.0	80	7.5
Healthcare Practitioners & Tech. Occs. (290001)	85,625	21,547	25.2	64,047	74.8	18,134	21.2	55,190	64.5	856	1.0
Health Diag. & Treating Practitioners (291000)	61,470	16,694	27.2	44,782	72.9	14,139	23.0	39,460	64.2	531	0.9
Chiropractors (291011)	615	430	69.9	184	29.9	430	69.9	130	21.1	0	0.0
Dentists (291020)	2,360	2,065	87.5	294	12.5	1,890	80.1	190	8.1	80	3.4
Dietitians & Nutritionists (291031)	1,210	114	9.4	1,100	90.9	80	6.6	905	74.8	30	2.5
Optometrists (291041)	385	265	68.8	124	32.2	265	68.8	120	31.2	0	0.0
Pharmacists (291051)	2,420	1,294	53.5	1,130	46.7	1,265	52.3	1,035	42.6	4	0.2
Physicians & Surgeons (291060)	11,350	8,400	74.0	2,944	25.9	6,830	60.2	2,140	18.9	195	1.7
Physician Assistants (291071)	980	255	26.0	727	74.2	205	20.9	640	65.3	0	0.0
Podiatrists (291081)	160	149	93.1	15	9.4	145	90.6	15	9.4	0	0.0
Registered Nurses (291111)	33,335	2,113	6.3	31,220	93.7	1,660	5.0	27,610	82.8	135	0.4
Audiologists (291121)	180	20	11.1	160	88.9	20	11.1	160	88.9	0	0.0
Occupational Therapists (291122)	1,065	30	2.8	1,040	97.7	30	2.8	1,000	93.9	0	0.0
Physical Therapists (291123)	2,315	418	18.1	1,893	81.8	340	14.7	1,755	75.8	44	1.9
Radiation Therapists (291124)	210	35	16.7	175	83.3	35	16.7	175	83.3	0	0.0
Recreational Therapists (291125)	625	64	10.2	565	90.4	50	8.0	535	85.6	10	1.6
Respiratory Therapists (291126)	1,035	335	32.4	704	68.0	250	24.2	665	64.3	25	2.4
Speech-Language Pathologists (291127)	1,320	49	3.7	1,269	96.1	35	2.7	1,220	92.4	4	0.3
Therapists, All Other (291129)	930	234	25.2	694	74.6	230	24.7	640	68.8	4	0.4
Veterinarians (291131)	875	412	47.1	460	52.6	375	42.9	445	50.9	0	0.0
Health Diag. & Treating Pract., All Other (291199)	100	12	12.0	84	84.0	4	4.0	80	80.0	0	0.0
Health Technologists & Technicians (292000)	22,995	4,284	18.6	18,681	81.2	3,430	15.2	15,295	66.5	275	1.2
Clinical Lab Technologists & Techs. (292010)	4,205	878	20.9	3,318	78.9	670	15.9	2,585	61.5	55	1.3
Dental Hygienists (292021)	2,140	30	1.4	2,110	98.6	30	1.4	2,020	94.4	0	0.0
Diagnostic-Rel. Technologists & Techs. (292030)	3,010	640	21.3	2,369	78.7	560	18.6	2,220	73.8	35	1.2
Emergency Med. Techs & Paramedics (292041)	1,175	832	70.8	335	28.5	850	68.1	325	27.7	10	0.9
Health Diag & Treat. Pract. Supp. Techs. (292050)	3,800	704	18.5	3,094	81.4	505	13.3	2,555	67.2	70	1.8
Lic. Practical & Lic. Vocational Nurses (292061)	6,360	389	6.1	5,992	93.9	290	4.5	4,435	70.5	35	0.5
Medical Records & Health Info. Techs. (292071)	755	100	13.2	655	86.8	85	11.3	455	60.3	0	0.0
Opticians, Dispensing (292081)	585	358	61.2	225	38.5	330	55.4	190	32.5	20	3.4
Misc. Health Technologists & Techs. (292090)	945	353	37.4	583	61.7	280	29.6	450	47.6	50	5.3
Other Healthcare Pract. & Tech. Occs. (299000)	1,160	559	49.1	584	50.3	505	43.5	435	37.5	50	4.3

for Equal Employment Opportunity and Affirmative Action Planning
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Statewide

Black Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
160	1.3	160	1.4	205	1.7	169	1.4	165	1.3	Designers (271020)
77	1.0	169	2.1	61	0.8	177	2.2	22	0.3	Entertainers & Perf., Sports & Rel. Wrkrs. (272000)
20	0.8	15	5.1	14	4.7	15	5.1	0	0.0	Actors (272011)
45	2.3	25	1.3	19	0.9	24	1.2	0	0.0	Producers & Directors (272012)
4	0.1	85	2.7	14	0.4	80	2.5	10	0.3	Athletes, Coaches, Umps, & Rel. Wrkrs (272020)
0	0.0	0	0.0	4	2.6	0	0.0	4	2.6	Dancers & Choreographers (272030)
4	0.2	24	1.2	10	0.5	54	2.6	4	0.2	Musicians, Singers, & Rel. Workers (272040)
4	1.7	20	8.3	0	0.0	4	1.7	4	1.7	Ent. & Perf., Sports & Rel. Wrkrs, All Other (272099)
163	1.6	203	1.8	333	2.9	144	1.2	246	2.1	Media & Communication Workers (273000)
0	0.0	55	8.9	15	2.4	19	3.1	10	1.6	Announcers (273010)
20	1.6	0	0.0	20	1.6	10	0.8	30	2.4	News Analysts, Reporters & Corresp. (273020)
45	2.4	35	1.9	10	0.5	8	0.4	24	1.3	Public Relations Specialists (273031)
64	2.0	55	1.7	39	1.2	25	0.8	54	1.7	Editors (273041)
4	0.4	15	1.4	30	2.9	18	1.7	50	4.8	Technical Writers (273042)
35	1.3	24	0.9	4	0.1	25	0.9	39	1.4	Writers & Authors (273043)
15	1.8	19	2.3	215	25.7	39	4.7	39	4.7	Misc. Media & Comm. Workers (273090)
30	1.0	115	3.8	75	2.5	48	1.6	15	0.5	Media & Comm. Equipment Workers (274000)
20	1.3	90	5.7	45	2.8	14	0.9	15	0.9	Photographers (274021)
0	0.0	10	2.6	30	7.7	10	2.6	0	0.0	TV, Video, & Motion Pict. Camera Oper. (274030)
10	0.9	15	1.4	0	0.0	24	2.2	0	0.0	BC & Sound Engrng. Techs, Etc. (2740XX)
4,243	5.0	807	0.9	1,818	2.1	1,750	2.0	2,796	3.3	Healthcare Practitioners & Tech. Occs. (290001)
2,184	3.6	522	0.8	989	1.6	1,502	2.4	2,149	3.5	Health Diag. & Treating Practitioners (291000)
0	0.0	0	0.0	50	8.1	0	0.0	4	0.7	Chiropractors (291011)
30	1.3	65	2.8	25	1.1	30	1.3	49	2.1	Dentists (291020)
90	7.4	4	0.3	40	3.3	0	0.0	65	5.4	Dietitians & Nutritionists (291031)
0	0.0	0	0.0	0	0.0	0	0.0	4	1.0	Optometrists (291041)
15	0.6	0	0.0	20	0.8	25	1.0	60	2.5	Pharmacists (291051)
75	0.7	245	2.2	110	1.0	1,130	10.0	619	5.5	Physicians & Surgeons (291060)
20	2.0	40	4.1	55	5.6	10	1.0	12	1.2	Physician Assistants (291071)
0	0.0	0	0.0	0	0.0	4	2.5	0	0.0	Podiatrists (291081)
1,840	5.5	85	0.3	555	1.7	233	0.7	1,215	3.6	Registered Nurses (291111)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Audiologists (291121)
15	1.4	0	0.0	0	0.0	0	0.0	25	2.3	Occupational Therapists (291122)
35	1.5	0	0.0	45	1.9	34	1.5	58	2.5	Physical Therapists (291123)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Radiation Therapists (291124)
10	1.6	0	0.0	20	3.2	4	0.6	0	0.0	Recreational Therapists (291125)
15	1.4	40	3.9	0	0.0	20	1.9	24	2.3	Respiratory Therapists (291126)
20	1.5	10	0.8	29	2.2	0	0.0	0	0.0	Speech-Language Pathologists (291127)
4	0.4	0	0.0	40	4.3	0	0.0	10	1.1	Therapists, All Other (291129)
15	1.7	29	3.3	0	0.0	8	0.9	0	0.0	Veterinarians (291131)
0	0.0	4	4.0	0	0.0	4	4.0	4	4.0	Health Diag. & Treating Pract., All Other (291199)
1,969	8.6	271	1.2	609	3.5	248	1.1	608	2.6	Health Technologists & Technicians (292000)
300	7.1	55	1.3	145	3.4	98	2.3	288	6.8	Clinical Lab Technologists & Techs. (292010)
25	1.2	0	0.0	35	1.6	0	0.0	30	1.4	Dental Hygienists (292021)
99	3.3	30	1.0	30	1.0	75	2.5	20	0.7	Diagnostic Ref. Technologists & Techs. (292030)
0	0.0	8	0.7	0	0.0	14	1.2	10	0.9	Emergency Med. Techs & Paramedics (292041)
240	6.3	105	2.8	245	6.4	24	0.6	54	1.4	Health Diag & Treat. Pract. Supp. Techs. (292050)
1,125	17.6	50	0.8	200	3.1	14	0.2	172	2.7	Lic. Practical & Lic. Vocational Nurses (292061)
75	9.9	0	0.0	115	15.2	15	2.0	10	1.3	Medical Records & Health Info. Techs. (292071)
15	2.6	4	0.7	20	3.4	4	0.7	0	0.0	Opticians, Dispensing (292081)
90	9.5	19	2.0	19	2.0	4	0.4	24	2.5	Misc. Health Technologists & Techs. (292090)
90	7.8	14	1.2	20	1.7	0	0.0	39	3.4	Other Healthcare Pract. & Tech. Occs. (292000)

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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	256,275	114,573	44.7	141,548	55.2	78,060	30.5	99,039	38.6	13,303	5.2
<i>Healthcare Support Occupations (310001)</i>	43,250	5,392	12.5	37,857	87.5	3,060	7.1	23,020	53.2	1,365	3.2
Nursing, Psych., & Home Health Aides (311000)	29,895	3,694	12.4	26,210	87.7	2,050	6.9	13,465	45.0	960	3.2
Nursing, Psych., & Home Health Aides (311010)	29,895	3,694	12.4	26,210	87.7	2,050	6.9	13,465	45.0	960	3.2
Occ. & Phys. Therapist Assistants & Aides (312000)	835	174	20.8	659	78.9	140	16.8	565	67.7	20	2.4
Occ. Therapist Assistants & Aides (312010)	140	10	7.1	130	92.9	10	7.1	130	92.9	0	0.0
Physical Therapist Assistants & Aides (312020)	695	164	23.6	529	76.1	130	18.7	435	62.6	20	2.9
Other Healthcare Support Occupations (319000)	12,520	1,524	12.2	10,998	87.8	870	6.9	8,990	71.8	385	3.1
Massage Therapists (319011)	890	200	20.2	789	79.7	175	17.7	735	74.2	10	1.0
Dental Assistants (319091)	3,165	45	1.4	3,120	98.6	20	0.6	2,660	84.0	0	0.0
Med. Assist. & Other Health Supp. Occs (31909X)	8,365	1,279	15.3	7,079	84.6	675	8.1	5,595	66.9	375	4.5
<i>Protective Service Occupations (330001)</i>	33,185	27,605	83.2	5,550	16.7	21,235	64.0	3,904	11.8	3,454	10.4
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	3,905	3,441	88.1	441	11.3	2,870	73.5	319	8.2	345	8.8
First-Line Super./Mgrs. of Correct. Offrs (331011)	455	314	69.0	135	29.7	215	47.3	95	20.9	65	14.3
First-Line Super./Mgrs. of Police & Det. (331012)	1,430	1,323	92.5	99	6.9	1,175	82.2	60	4.2	95	6.6
First-Line Super./Mgrs. of Fire Fighters (331021)	705	695	98.6	4	0.6	635	90.1	4	0.6	50	7.1
Super., Protect. Serv. Wrks, All Other (331099)	1,315	1,109	84.3	203	15.4	845	64.3	160	12.2	135	10.3
Fire Fighting & Prevention Workers (332000)	4,140	4,068	98.3	75	1.8	3,435	83.0	75	1.9	289	7.0
Fire Fighters (332011)	3,810	3,759	98.7	55	1.4	3,165	83.1	55	1.4	264	6.9
Fire Inspectors (332020)	330	309	93.6	20	6.1	270	81.8	20	6.1	25	7.6
Law Enforcement Workers (333000)	11,845	10,062	84.9	1,793	15.1	8,030	67.8	1,155	9.8	1,095	9.2
Bailiffs, Correctional Officers, & Jailers (333010)	3,595	2,818	78.4	769	21.4	2,005	55.8	410	11.4	525	14.6
Detectives & Criminal Investigators (333021)	1,200	970	80.8	234	19.5	820	68.3	165	13.9	35	2.9
Police Officers (333050)	7,025	6,249	89.0	790	11.2	5,180	73.7	580	8.3	535	7.6
Misc. Law Enforcement Workers (3330XX)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	13,295	10,034	75.5	3,241	24.4	6,900	51.9	2,355	17.7	1,725	13.0
Animal Control Workers (339011)	210	120	57.1	85	40.5	100	47.6	85	40.5	10	4.8
Private Detectives & Investigators (339021)	615	414	67.3	199	32.4	335	54.5	195	31.7	25	4.1
Sec. Guards & Gaming Surv. Officers (339030)	9,660	7,857	81.3	1,793	18.6	5,135	53.2	1,165	12.1	1,575	16.3
Crossing Guards (339091)	775	389	50.2	384	49.5	345	44.5	275	35.5	25	3.2
Lifeguards & Other Prot. Serv. Wrks (33909X)	2,035	1,254	61.6	780	38.3	985	48.4	635	31.2	90	4.4
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	75,195	34,225	45.5	40,913	54.4	21,935	29.2	32,745	43.5	3,582	4.8
Supervisors, Food Prep. & Serv. Wrks (351000)	10,415	6,953	66.8	3,456	33.2	5,050	48.6	2,645	25.4	644	6.2
Chefs & Head Cooks (351011)	5,315	4,373	82.3	937	17.6	3,300	62.1	775	14.6	304	5.7
First-Line Super./Mgrs. of Food Workers (351012)	5,100	2,580	50.6	2,519	49.4	1,760	34.5	1,870	36.7	340	6.7
Cooks & Food Preparation Workers (352000)	22,545	13,438	59.6	9,111	40.4	7,150	31.7	6,485	28.8	1,775	7.9
Cooks (352010)	15,345	10,063	65.6	5,282	34.4	5,255	34.2	3,770	24.6	1,360	9.0
Food Preparation Workers (352021)	7,200	3,375	46.9	3,829	53.2	1,895	26.3	2,715	37.7	395	5.5
Food & Beverage Serving Workers (353000)	32,705	9,054	27.7	23,625	72.2	6,840	20.9	19,910	60.9	709	2.2
Bartenders (353011)	3,570	1,749	49.0	1,808	50.6	1,585	44.4	1,735	48.5	20	0.6
Comb Food Prep/Serv., Incl. Fast Food (353021)	4,295	1,548	36.0	2,741	63.9	970	22.6	2,190	51.0	230	5.4
Counter Attend., Caf�, Food Conc., Etc. (353022)	3,035	869	28.6	2,158	71.1	700	23.1	1,750	57.7	44	1.4
Waiters & Waitresses (353031)	20,015	4,329	21.6	15,699	78.4	3,250	16.2	13,440	67.1	295	1.5
Food Servers, Non-restaurant (353041)	1,790	559	31.2	1,229	69.7	335	18.7	795	44.4	120	6.7
Other Food Prep. & Serv. Rel. Workers (359000)	9,530	4,780	50.2	4,721	49.5	2,655	30.3	3,705	39.9	454	4.8
Dishwashers (359021)	3,195	2,553	79.9	632	19.8	1,380	43.5	385	12.1	219	6.9
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	1,910	273	15.1	1,530	84.5	200	11.0	1,305	72.1	45	2.5
Misc. Food Prep & Serving Rel. Workers (3590XX)	4,525	1,954	43.2	2,559	56.5	1,255	29.6	2,015	44.5	190	4.2
<i>Bldg & Grounds Cleaning & Maint. Occs. (370001)</i>	55,005	36,519	66.4	18,468	33.6	23,820	43.3	9,990	18.2	3,764	6.8
Super., Bldg & Grnds Clean & Maint. Wrks (371000)	3,625	2,674	73.3	750	20.7	2,235	61.7	445	12.3	255	7.0
First-Line Super./Mgrs. of Housekeeping Etc. (371011)	2,040	1,379	67.6	655	32.1	965	47.3	350	17.2	180	8.8
First-Line Super./Mgrs. of Landscaping, Etc. (371012)	1,585	1,495	94.3	95	6.0	1,270	80.1	95	6.0	75	4.7

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Statewide

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
19,647	7.7	17,425	6.8	16,248	6.3	5,785	2.3	6,614	2.6	SERVICE OCCUPATIONS (310000)
9,243	21.4	500	1.2	3,849	8.9	467	1.1	1,745	4.0	Healthcare Support Occupations (310001)
6,245	27.6	330	1.1	3,075	10.3	354	1.2	1,425	4.8	Nursing, Psych., & Home Health Aides (311000)
6,245	27.6	330	1.1	3,075	10.3	354	1.2	1,425	4.8	Nursing, Psych., & Home Health Aides (311010)
50	6.0	10	1.2	4	0.5	4	0.5	40	4.8	Occ. & Phys. Therapist Assists & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
50	7.2	10	1.4	4	0.6	4	0.6	40	5.8	Physical Therapist Assistants & Aides (312020)
945	7.5	150	1.3	770	6.2	109	0.9	260	2.2	Other Healthcare Support Occupations (319000)
14	1.4	15	1.5	20	2.0	0	0.0	20	2.0	Massage Therapists (319011)
130	4.1	25	0.8	270	8.5	0	0.0	60	1.9	Dental Assistants (319091)
804	9.5	120	1.4	480	5.7	109	1.3	200	2.4	Med. Assist. & Other Health Supp. Occs (31909X)
973	2.9	2,233	6.7	453	1.4	683	2.1	220	0.7	Protective Service Occupations (330001)
49	1.3	164	4.7	29	0.7	42	1.1	44	1.1	First-Line Super./Mgrr., Protective Serv. Wrkr (331000)
30	6.5	34	7.5	0	0.0	0	0.0	10	2.2	First-Line Super./Mgrr. of Correc. Offrs (331011)
15	1.0	45	3.1	4	0.3	8	0.6	20	1.4	First-Line Super./Mgrr. of Police & Del. (331012)
0	0.0	10	1.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrr. of Fire Fighters (331021)
4	0.3	95	7.2	25	1.9	34	2.6	14	1.1	Super., Protect. Serv. Wrkrs, All Other (331099)
0	0.0	314	7.6	0	0.0	30	0.7	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	300	7.9	0	0.0	30	0.8	0	0.0	Fire Fighters (332011)
0	0.0	14	4.2	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
385	3.3	740	6.2	204	1.7	157	1.7	49	0.4	Law Enforcement Workers (333000)
250	7.0	205	5.7	65	2.4	83	2.3	24	0.7	Bailiffs, Correctional Officers, & Jailers (333010)
50	4.2	65	7.1	19	1.6	30	2.5	0	0.0	Detectives & Criminal Investigators (333021)
65	1.2	450	6.4	100	1.4	84	1.2	25	0.4	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
39	4.1	995	7.5	220	1.7	414	3.1	127	1.0	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	10	4.8	0	0.0	Animal Control Workers (339011)
4	0.7	40	6.5	0	0.0	14	2.3	0	0.0	Private Detectives & Investigators (339021)
415	4.3	825	8.5	125	1.3	322	3.3	88	0.9	Sec. Guards & Gaming Surv. Officers (339030)
55	7.1	15	1.9	40	5.2	4	0.5	14	1.8	Crossing Guards (339091)
65	3.2	115	5.7	55	2.7	64	3.1	25	1.2	Lifeguards & Other Prot. Serv. Wrkrs (33909X)
2,858	3.8	6,139	8.2	3,653	4.9	2,569	3.4	1,657	2.2	Food Prep. & Serving-Rel. Occupations (350001)
375	3.6	705	6.8	250	2.4	544	5.2	166	1.8	Supervisors, Food Prep. & Serv. Wrkrs (351000)
70	1.3	390	7.1	0	0.0	389	7.3	92	1.7	Chefs & Head Cooks (351011)
305	6.0	325	6.4	250	4.9	155	3.0	94	1.8	First-Line Super./Mgrr. of Food Workers (351012)
685	3.9	3,365	15.0	1,320	5.9	1,128	5.0	421	1.9	Cooks & Food Preparation Workers (352000)
460	3.0	2,505	15.3	780	5.1	923	6.0	272	1.8	Cooks (352010)
425	5.9	880	12.2	540	7.5	205	2.8	149	2.1	Food Preparation Workers (352021)
1,183	3.6	900	2.8	1,654	5.1	605	1.8	878	2.7	Food & Beverage Serving Workers (353000)
14	0.4	90	2.5	4	0.1	54	1.5	55	1.5	Bartenders (353011)
249	5.8	215	5.0	240	5.6	133	3.1	62	1.4	Comb Food Prep/Serv., Incl. Fast Food (353021)
95	3.1	75	2.5	210	6.9	50	1.6	103	3.4	Counter Attend., Caf�, Food Conc., Etc (353022)
590	2.9	475	2.4	1,075	5.4	309	1.5	584	2.9	Waiters & Waitresses (353031)
235	13.1	45	2.5	125	7.0	59	3.3	74	4.1	Food Servers, Non-restaurant (353041)
415	4.4	1,149	12.1	429	4.5	292	3.1	172	1.6	Other Food Prep. & Serv. Rel. Workers (355000)
170	5.3	815	25.5	59	1.8	129	4.0	16	0.6	Dishwashers (359021)
35	1.9	4	0.2	130	7.2	24	1.3	60	3.3	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
210	4.5	330	7.3	240	5.3	139	3.1	94	2.1	Misc. Food Prep & Serving Rel. Workers (3590XX)
2,435	4.4	7,630	13.9	4,835	8.8	1,305	2.4	1,208	2.2	Bldng & Grounds Cleaning & Maint. Occs. (370001)
115	3.2	345	9.5	155	4.5	35	1.1	25	0.7	Super., Bldng & Grnds Clean & Maint. Wrkrs (371000)
0	0.0	195	9.5	155	8.1	39	1.9	25	1.2	First-Line Supr./Mgrr. of Housekeeping Etc. (371011)
0	0.0	150	9.5	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrr. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	63,175	28,293	44.8	34,801	55.1	17,764	28.1	22,424	35.5	4,303	6.8
<i>Healthcare Support Occupations (310001)</i>	10,940	1,466	13.4	9,457	86.4	710	6.5	5,060	46.3	515	4.7
Nursing, Psych., & Home Health Aides (311000)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Nursing, Psych., & Home Health Aides (311010)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Occ. & Phys. Therapist Assists & Aides (312000)	195	54	27.7	135	69.2	40	20.5	120	61.5	10	5.1
Occ. Therapist Assistants & Aides (312010)	65	0	0.0	65	100.0	0	0.0	65	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	130	54	41.5	70	53.8	40	30.8	55	42.3	10	7.7
Other Healthcare Support Occupations (319000)	3,105	448	14.4	2,648	85.3	230	7.4	2,045	65.9	145	4.7
Massage Therapists (319011)	155	40	25.8	115	74.2	30	19.4	105	67.7	10	6.5
Dental Assistants (319091)	750	10	1.3	735	98.0	10	1.3	635	84.7	0	0.0
Med. Assist. & Other Health Supp. Occs (31909X)	2,200	398	18.1	1,798	81.7	190	8.6	1,305	59.3	135	6.1
<i>Protective Service Occupations (330001)</i>	8,445	6,970	82.5	1,460	17.3	4,905	58.1	860	10.2	1,227	14.5
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	1,090	964	88.4	127	11.7	765	70.2	115	10.6	150	13.8
First-Line Super./Mgrs. of Correc. Offrs (331011)	135	110	81.5	25	18.5	90	66.7	25	18.5	10	7.4
First-Line Super./Mgrs. of Police & Det. (331012)	375	354	94.4	20	5.3	320	85.3	20	5.3	30	8.0
First-Line Super./Mgrs. of Fire Fighters (331021)	180	185	102.8	0	0.0	150	83.3	0	0.0	25	13.9
Super., Protect. Serv. Wrks, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	85	21.3
Fire Fighting & Prevention Workers (332000)	735	725	98.6	15	2.0	555	75.5	15	2.0	85	11.6
Fire Fighters (332011)	715	705	98.6	15	2.1	535	74.8	15	2.1	85	11.9
Fire Inspectors (332020)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Law Enforcement Workers (333000)	2,800	2,375	84.8	418	14.9	1,850	66.1	190	6.8	299	10.7
Bailiffs, Correctional Officers, & Jailers (333010)	1,045	864	82.7	184	17.6	555	53.1	55	5.3	210	20.1
Detectives & Criminal Investigators (333021)	145	112	77.2	24	16.6	100	69.0	20	13.8	4	2.8
Police Officers (333050)	1,610	1,399	86.9	210	13.0	1,195	74.2	115	7.1	85	5.3
Misc. Law Enforcement Workers (3330XX)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	3,820	2,906	76.1	900	23.6	1,735	45.4	540	14.1	693	18.1
Animal Control Workers (339011)	45	20	44.4	25	55.6	20	44.4	25	55.6	0	0.0
Private Detectives & Investigators (339021)	210	135	64.3	74	35.2	70	33.3	70	33.3	25	11.9
Sec. Guards & Gaming Surv. Officers (339030)	2,620	2,163	82.6	446	17.0	1,145	43.7	230	8.8	649	24.8
Crossing Guards (339091)	295	128	43.4	165	55.9	120	40.7	105	35.6	4	1.4
Lifeguards & Other Prot. Serv. Wrkers (33909X)	650	460	70.8	190	29.2	380	58.5	110	16.9	15	2.3
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	19,365	8,887	45.9	10,470	54.1	5,245	27.1	7,675	39.6	1,119	5.8
Supervisors, Food Prep. & Serv. Wrks (351000)	2,570	1,684	65.5	879	34.2	1,200	46.7	580	22.6	175	6.8
Chefs & Head Cooks (351011)	1,035	869	84.0	160	15.5	595	57.5	105	10.1	50	4.8
First-Line Super./Mgrs. of Food Workers (351012)	1,535	815	53.1	719	46.8	605	39.4	475	30.9	125	8.1
Cooks & Food Preparation Workers (352000)	6,040	3,600	59.6	2,443	40.4	1,640	27.2	1,625	26.9	540	8.9
Cooks (352010)	4,030	2,695	66.9	1,333	33.1	1,225	30.4	870	21.6	410	10.2
Food Preparation Workers (352021)	2,010	905	45.0	1,110	55.2	415	20.6	755	37.6	130	6.5
Food & Beverage Serving Workers (353000)	8,400	2,491	29.7	5,916	70.4	1,760	21.0	4,610	54.9	269	3.2
Bartenders (353011)	695	364	42.9	514	57.4	305	34.1	500	55.9	15	1.7
Comb Food Prep/Serv., Incl. Fast Food (353021)	975	364	40.4	583	59.8	215	22.1	350	35.9	80	8.2
Counter Attend., Caf'e, Food Conc., Etc. (353022)	720	249	34.6	470	65.3	165	22.9	320	44.4	34	4.7
Waiters & Waitresses (353031)	5,395	1,270	23.5	4,130	76.6	920	17.1	3,290	61.0	105	1.9
Food Servers, Non-restaurant (353041)	415	154	46.7	219	52.8	155	37.3	150	36.1	35	8.4
Other Food Prep. & Serv. Rel. Workers (359000)	2,355	1,112	47.2	1,232	52.3	645	27.4	860	36.5	135	5.7
Dishwashers (359021)	780	579	74.2	199	25.5	315	40.4	100	12.8	90	11.5
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	460	59	12.8	400	87.0	35	7.6	340	73.9	20	4.3
Misc. Food Prep. & Serving Rel. Workers (3590XX)	1,115	474	42.5	633	56.3	295	26.5	420	37.7	25	2.2
<i>Bldg & Grounds Cleaning & Maint. Occs. (370001)</i>	12,535	8,476	67.6	4,043	32.3	5,190	41.4	2,029	16.2	1,174	9.4
Super., Bldg & Grnds Clean & Maint Wrks (371000)	890	683	76.7	200	22.5	500	56.2	135	15.2	94	10.5
First-Line Supr./Mgrs. of Housekeeping Etc. (371011)	570	399	70.0	170	29.8	240	42.1	105	18.4	90	15.5
First-Line Supr./Mgrs. of Landscaping, Etc. (371012)	320	284	88.8	30	9.4	260	81.3	30	9.4	4	1.2

STATISTICAL OCCUPATIONAL STATISTICS
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Hartford County

Black -Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
5,994	9.5	4,712	7.5	4,728	7.5	1,514	2.4	1,655	2.6	SERVICE OCCUPATIONS (310000)
2,755	25.2	110	1.0	1,265	11.6	131	1.2	377	3.4	<i>Healthcare Support Occupations (310001)</i>
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311000)
2,435	31.9	75	1.0	1,015	13.3	89	1.2	329	4.3	Nursing, Psych., & Home Health Aides (311010)
15	7.7	0	0.0	0	0.0	4	2.1	0	0.0	Occ. & Phys. Therapist Assistants & Aides (312000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)
15	11.5	0	0.0	0	0.0	4	3.1	0	0.0	Physical Therapist Assistants & Aides (312020)
305	9.8	35	1.1	250	8.1	38	1.2	48	1.5	Other Healthcare Support Occupations (319000)
0	0.0	0	0.0	0	0.0	0	0.0	10	6.5	Massage Therapists (319011)
35	4.7	0	0.0	55	7.3	0	0.0	10	1.3	Dental Assistants (319091)
270	12.3	35	1.6	195	8.9	38	1.7	28	1.3	Med. Assist. & Other Health Supp. Occs (31909X)
317	3.8	678	8.0	213	2.5	160	1.9	70	0.8	<i>Protective Service Occupations (330001)</i>
4	0.4	35	3.2	4	0.4	14	1.3	4	0.4	First-Line Super./Mgr., Protective Serv. Wrkr (331000)
0	0.0	10	7.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct. Offrs (331011)
0	0.0	0	0.0	0	0.0	4	1.1	0	0.0	First-Line Super./Mgrs. of Police & Del. (331012)
0	0.0	10	5.6	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
4	1.0	15	3.8	4	1.0	10	2.5	4	1.0	Super., Protect. Serv. Wrks, All Other (331099)
0	0.0	75	10.2	0	0.0	10	1.4	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	75	10.5	0	0.0	10	1.4	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
109	3.9	189	6.8	95	3.4	37	1.3	24	0.9	Law Enforcement Workers (333000)
75	7.2	80	7.7	40	3.8	19	1.8	14	1.3	Bailiffs, Correctional Officers, & Jailers (333010)
4	2.8	4	2.8	0	0.0	4	2.8	0	0.0	Detectives & Criminal Investigators (333021)
30	1.9	105	6.5	55	3.4	14	0.9	10	0.6	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
204	5.3	379	9.9	114	3.0	99	2.6	42	1.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
4	1.9	30	14.3	0	0.0	10	4.8	0	0.0	Private Detectives & Investigators (339021)
115	4.4	280	10.7	69	2.6	89	3.4	32	1.2	Sec. Guards & Gaming Surv. Officers (339030)
40	13.6	4	1.4	20	6.8	0	0.0	0	0.0	Crossing Guards (339091)
45	6.9	65	10.0	25	3.8	0	0.0	10	1.5	Lifeguards & Other Prot. Serv. Wrks (33909X)
1,005	5.2	1,778	9.2	1,254	6.5	745	3.8	536	2.8	<i>Food Prep. & Serving-Rel. Occupations (350001)</i>
110	4.3	175	6.8	125	4.9	134	5.2	64	2.5	Supervisors, Food Prep. & Serv. Wrks (351000)
25	2.4	115	11.1	0	0.0	109	10.5	30	2.9	Chefs & Head Cooks (351011)
85	5.5	69	3.9	125	8.1	25	1.6	34	2.2	First-Line Super./Mgrs. of Food Workers (351012)
250	4.1	1,070	17.7	385	6.4	350	5.8	183	3.0	Cooks & Food Preparation Workers (352000)
120	3.0	755	18.7	195	4.8	305	7.6	148	3.7	Cooks (352010)
130	6.5	315	15.7	190	9.5	45	2.2	35	1.7	Food Preparation Workers (352021)
465	5.5	308	3.7	594	7.1	154	1.8	247	2.9	Food & Beverage Serving Workers (353000)
10	1.1	44	4.9	0	0.0	20	2.2	4	0.4	Bartenders (353011)
100	10.3	75	7.7	125	12.8	24	2.5	8	0.9	Comb Food Prep/Serv., Incl. Fast Food (353021)
55	7.6	35	4.9	80	11.1	15	2.1	15	2.1	Counter Attend., Caf�, Food Conc., Etc. (353022)
260	4.8	150	2.8	370	6.9	95	1.8	210	3.9	Waiters & Waitresses (353031)
40	9.6	4	1.0	19	4.6	0	0.0	10	2.4	Food Servers, Non-restaurant (353041)
180	7.6	225	9.6	150	6.4	107	4.5	42	1.8	Other Food Prep. & Serv. Rel. Workers (359000)
75	9.6	135	17.3	20	2.6	39	5.0	4	0.5	Dishwashers (359021)
20	4.3	0	0.0	40	8.7	4	0.9	0	0.0	Hosts/Hostesses, Rest., Lounge, Etc. (359031)
85	7.6	90	8.1	90	8.1	64	5.7	38	3.4	Misc. Food Prep & Serving Rel. Workers (3590XX)
765	6.1	1,830	14.6	1,075	8.5	282	2.2	174	1.4	<i>Bldng & Grounds Cleaning & Maint. Occs. (370001)</i>
25	2.8	85	9.6	40	4.5	4	0.4	0	0.0	Super., Bldng & Gnds Clean & Maint. Wrks (371000)
25	4.4	65	11.4	40	7.0	4	0.7	0	0.0	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	20	6.3	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

CONNECTICUT OCCUPATIONAL STATISTICS
 for Equal Employment Opportunity and Affirmative Action Planning
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Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hisp
		Male	%	Female	%	Male	%	Female	%	Male
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,758	40.5	3,080	33.2	1,824	19.7	870
Maids & Housekeeping Cleaners (372012)	3,085	645	20.9	2,444	79.2	210	6.8	1,180	38.2	125
Janitors & Building Cleaners (37201X)	6,095	4,778	78.4	1,310	21.5	2,805	46.0	640	10.5	715
Pest Control Workers (372021)	100	95	95.0	4	4.0	65	65.0	4	4.0	30
Grounds Maintenance Workers (373000)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210
Grounds Maintenance Workers (373010)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210
Personal Care & Service Occupations (390001)	11,890	2,494	21.0	9,371	78.8	1,714	14.4	6,800	57.2	268
Super., Personal Care & Service Workers (391000)	415	227	54.7	178	42.9	170	41.0	145	34.9	4
First-Line Super./Mgns. of Gaming Workers (391010)	85	59	69.4	25	29.4	55	64.7	25	29.4	0
First-Line Super./Mgns. of Pers. Serv. Wrks (391021)	330	168	50.9	153	46.4	115	34.8	120	36.4	4
Animal Care & Service Workers (392000)	455	106	23.3	334	73.4	59	13.0	295	64.8	10
Animal Trainers (392011)	45	8	17.8	35	77.8	4	8.9	35	77.8	0
Non-farm Animal Caretakers (392021)	410	98	23.9	299	72.9	55	13.4	260	63.4	10
Entert. Attendants & Related Workers (393000)	1,000	574	57.4	435	43.5	425	42.5	295	29.5	60
Gaming Services Workers (393010)	210	120	57.1	90	42.9	65	31.0	40	19.0	35
Motion Picture Projectionists (393021)	25	24	96.0	0	0.0	20	80.0	0	0.0	0
Ushers, Lobby Attend., & Ticket Takers (393031)	145	110	75.9	40	27.6	100	69.0	30	20.7	0
Misc. Entertainment Attend. & Rel Wrks (393090)	620	320	51.6	305	49.2	240	38.7	225	36.3	25
Funeral Service Workers (394000)	25	25	100.0	0	0.0	25	100.0	0	0.0	0
Personal Appearance Workers (395000)	2,850	620	21.8	2,233	78.4	385	13.5	1,690	59.3	75
Barbers (395011)	300	235	78.3	64	21.3	145	48.3	30	10.0	55
Hairdressers, Stylists, & Cosmetologists (395012)	2,095	300	14.3	1,794	85.6	240	11.5	1,455	69.5	20
Misc. Personal Appearance Workers (395090)	455	85	18.7	375	82.4	0	0.0	205	45.1	0
Transp., Tourism, & Lodging Attendants (396000)	280	126	45.0	147	52.5	100	35.7	95	33.9	4
Baggage Porters, Bellhops, & Concierges (396010)	105	73	69.5	30	28.6	65	61.9	20	19.0	0
Tour & Travel Guides (396020)	60	30	50.0	29	48.3	20	33.3	25	41.7	0
Transportation Attendants (396030)	115	23	20.0	88	76.5	15	13.0	50	43.5	4
Other Personal Care & Service Workers (399000)	6,865	816	11.9	6,044	88.0	550	8.0	4,260	62.3	115
Child Care Workers (399011)	4,915	334	6.8	4,568	92.9	175	3.6	3,175	64.6	60
Personal & Home Care Aides (399021)	775	80	10.3	700	90.3	60	7.7	410	52.9	10
Recreation & Fitness Workers (399030)	680	198	29.1	483	71.0	180	26.5	450	67.6	10
Residential Advisors (399041)	315	114	36.2	203	64.4	65	20.6	155	49.2	35
Pers. Care & Serv. Workers, All Other (399099)	180	90	50.0	90	50.0	70	38.9	80	44.4	0
SALES & RELATED OCCUPATIONS (410000)	48,510	24,900	51.3	23,570	48.6	21,280	43.9	17,884	36.9	1,468
Supervisors, Sales Workers (411000)	12,070	7,408	61.4	4,643	38.5	5,530	54.1	3,855	32.0	339
First-Line Super./Mgns. of Ret. Sales Wrks (411011)	7,575	4,805	63.4	2,759	36.4	4,100	54.1	2,230	29.4	270
First-Line Sup./Mgns., Non-Ret Sales Wrks (411012)	4,495	2,603	57.9	1,894	41.9	2,430	54.1	1,635	36.4	69
Retail Sales Workers (412000)	20,900	8,405	40.2	12,467	59.7	6,315	30.2	6,530	40.8	830
Cashiers (412010)	9,450	2,609	27.6	6,833	72.3	1,725	18.3	4,145	43.9	340
Counter & Rental Clerks (412021)	425	214	50.4	200	47.1	125	29.4	120	28.2	30
Parts Salespersons (412022)	240	229	95.4	10	4.2	195	81.3	10	4.2	0
Retail Salespersons (412031)	10,765	5,353	49.6	5,424	50.3	4,270	39.5	4,255	39.5	450
Sales Representatives, Services (413000)	6,715	3,490	52.0	3,220	48.0	3,160	47.1	2,705	40.3	190
Advertising Sales Agents (413011)	490	193	39.4	294	60.0	165	33.7	270	55.1	20
Insurance Sales Agents (413021)	2,675	1,355	51.0	1,325	49.5	1,215	45.4	1,100	41.1	95
Securities, Comm., & Fin. Serv. Sales Agts (413031)	990	548	55.4	435	43.9	510	51.5	350	35.4	15
Travel Agents (413041)	709	95	13.6	603	86.1	75	10.7	505	72.1	0
Sales Reps, Services, All Other (413099)	1,860	1,269	68.3	563	30.3	1,195	64.2	480	25.8	60
Sales Reps, Wholesale & Manufacturing (414000)	4,750	3,655	76.9	1,117	23.5	3,485	73.2	1,010	21.2	55
Sales Reps, Wholesale & Manufacturing (414010)	4,760	3,555	76.9	1,117	23.5	3,485	73.2	1,010	21.2	55
Other Sales & Related Workers (419000)	4,055	1,642	40.6	2,123	52.2	1,790	44.0	1,774	43.6	54
Models, Demonstrators, & Prod Promoters (419010)	100	30	30.0	70	70.0	30	30.0	55	55.0	0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
725	7.8	1,340	14.4	1,035	11.2	226	2.5	174	1.9	Building Cleaning & Pest Control Workers (372000)
510	16.5	265	2.6	625	20.3	45	1.5	129	4.2	Maids & Housekeeping Cleaners (372012)
215	3.5	1,075	17.6	410	6.7	183	3.0	45	0.7	Janitors & Building Cleaners (37201X)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Pest Control Workers (372021)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373000)
15	0.6	405	17.1	0	0.0	50	2.1	0	0.0	Grounds Maintenance Workers (373010)
1,152	9.7	316	2.7	921	7.7	196	1.6	498	4.2	Personal Care & Service Occupations (390001)
4	1.0	8	1.9	4	1.0	45	10.8	25	6.0	Super., Personal Care & Service Workers (391000)
0	0.0	4	4.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgns. of Gaming Workers (391010)
4	1.2	4	1.2	4	1.2	45	13.6	25	7.6	First-Line Super./Mgns. of Pers. Serv. Wrks (391021)
0	0.0	29	6.4	25	5.5	8	1.8	14	3.1	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Animal Trainers (392011)
0	0.0	29	7.1	25	6.1	4	1.0	14	3.4	Non-farm Animal Caretakers (392021)
85	8.5	64	6.4	20	2.0	25	2.5	35	3.5	Entert. Attendants & Related Workers (393000)
20	9.5	10	4.8	20	9.5	10	4.8	10	4.8	Gaming Services Workers (393010)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.9	10	6.9	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
55	8.9	40	6.5	0	0.0	15	2.4	25	4.0	Misc. Entertainment Attend. & Rel Wrks (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
210	7.4	95	3.3	120	4.2	65	2.3	213	7.5	Personal Appearance Workers (395000)
15	5.0	35	11.7	15	5.0	0	0.0	4	1.3	Barbers (395011)
175	8.4	40	1.9	80	3.8	0	0.0	84	4.0	Hairdressers, Stylists, & Cosmetologists (395012)
20	4.4	20	4.4	25	5.5	65	14.3	125	27.5	Misc. Personal Appearance Workers (395090)
14	5.0	8	2.9	18	6.4	14	5.0	20	7.1	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	8	7.6	10	9.5	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	6.7	0	0.0	0	0.0	10	16.7	0	0.0	Tour & Travel Guides (396020)
10	8.7	0	0.0	8	7.0	4	3.5	20	17.4	Transportation Attendants (396030)
839	12.2	112	1.6	734	10.7	39	0.6	191	2.8	Other Personal Care & Service Workers (399000)
615	12.5	60	1.2	640	13.0	39	0.8	138	2.8	Child Care Workers (399011)
170	21.9	10	1.3	75	9.7	0	0.0	45	5.8	Personal & Home Care Aides (399021)
4	0.6	8	1.2	19	2.8	0	0.0	0	0.0	Recreation & Fitness Workers (399030)
40	12.7	14	4.4	0	0.0	0	0.0	8	2.5	Residential Advisors (399041)
10	5.6	20	11.1	0	0.0	0	0.0	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,283	4.7	1,285	2.6	2,458	5.1	867	1.8	935	1.9	SALES & RELATED OCCUPATIONS (410000)
290	2.4	230	1.9	315	2.6	309	2.6	173	1.4	Supervisors, Sales Workers (411000)
170	2.2	160	2.1	220	2.9	275	3.6	139	1.8	First-Line Super./Mgns. of Ret. Sales Wrks (411011)
120	2.7	70	1.6	95	2.1	34	0.9	34	0.8	First-Line Sup./Mgns., Non-Ret Sales Wrks (411012)
1,484	7.1	584	4.2	1,890	9.0	376	1.8	563	2.7	Retail Sales Workers (412000)
960	10.4	385	4.1	1,390	14.6	159	1.7	328	3.5	Cashiers (412010)
10	2.4	40	9.4	40	9.4	19	4.5	30	7.1	Counter & Rental Clerks (412021)
0	0.0	24	10.0	0	0.0	10	4.2	0	0.0	Parts Salespersons (412022)
494	4.6	435	4.0	470	4.4	189	1.7	205	1.9	Retail Salespersons (412031)
274	4.1	42	0.6	124	1.8	99	1.5	117	1.7	Sales Representatives, Services (413000)
0	0.0	8	1.6	10	2.0	0	0.0	14	2.9	Advertising Sales Agents (413011)
120	4.5	10	0.4	65	2.4	45	1.7	40	1.5	Insurance Sales Agents (413021)
45	4.5	4	0.4	15	1.5	19	1.9	25	2.5	Securities, Comm., & Fin. Serv. Sales Agts (413031)
64	9.1	10	1.4	20	2.9	10	1.4	14	2.0	Travel Agents (413041)
45	2.4	10	0.5	14	0.9	24	1.3	24	1.3	Sales Reprs, Services, All Other (413099)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reprs, Wholesale & Manufacturing (414000)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reprs, Wholesale & Manufacturing (414010)
190	4.7	74	1.8	110	2.7	24	0.6	49	1.2	Other Sales & Related Workers (419000)
0	0.0	0	0.0	15	15.0	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

CONNECTICUT OCCUPATIONAL STATISTICS
for Equal Employment Opportunity and Affirmative Action Planning
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Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,145	56.3	850	41.8	1,055	51.8	10	0
Sales Engineers (419031)	170	165	97.1	4	2.4	165	97.1	4	2.4	0	0
Telemarketers (419041)	490	205	41.8	279	56.9	190	38.8	155	31.6	15	3
Door-To-Door Sales Workers & Rel Wrkrs (419051)	620	363	58.5	265	42.7	275	44.4	195	31.5	29	4
Sales & Related Workers, All Other (419099)	650	294	45.2	360	55.4	280	43.1	310	47.7	0	0
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	73,335	19,099	26.0	54,214	73.9	13,680	18.7	41,382	56.4	2,789	3
Super., Office & Admin. Support Workers (431000)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2
First-Line Sup./Mgrs., Admin. Support Wrkrs (431011)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2
Communications Equipment Operators (432000)	355	62	17.5	287	80.8	38	10.7	199	56.1	14	3
Switchboard Operators, Incl. Ans. Service (432011)	185	34	18.4	148	80.0	30	16.2	115	62.2	4	2
Telephone Operators (432021)	160	24	15.0	135	84.4	4	2.5	80	50.0	10	6
Comm. Equipment Operators, All Other (432099)	10	4	40.0	4	40.0	4	40.0	4	40.0	0	0
Financial Clerks (433000)	10,235	1,425	13.9	8,811	86.1	1,125	11.0	7,044	68.8	189	1
Bill & Account Collectors (433011)	575	205	35.7	365	63.5	165	28.7	255	44.3	30	5
Billing & Posting Clerks & Machine Oper. (433021)	1,355	100	7.4	1,258	92.8	75	5.5	1,080	79.7	25	1
Bookkeeping, Acctg., & Auditing Clerks (433031)	6,010	837	13.9	5,170	86.0	655	10.9	4,255	70.8	109	1
Gaming Cage Workers (433041)	35	0	0.0	32	91.4	0	0.0	4	11.4	0	0
Payroll & Timekeeping Clerks (433051)	835	90	10.8	754	90.3	65	7.8	615	73.7	25	3
Procurement Clerks (433061)	150	75	50.0	73	48.7	75	50.0	55	36.7	0	0
Tellers (433071)	1,275	118	9.3	1,159	90.9	90	7.1	780	61.2	0	0
Information & Record Clerks (434000)	15,865	3,205	20.2	12,672	79.9	2,288	14.4	9,505	59.9	478	3
Brokerage Clerks (434011)	45	15	33.3	29	64.4	15	33.3	15	33.3	0	0
Court, Municipal, & License Clerks (434031)	145	39	26.9	105	72.4	25	17.2	80	55.2	10	6
Credit Authorizers, Checkers, & Clerks (434041)	225	45	20.0	179	79.6	45	20.0	110	48.9	0	0
Customer Service Representatives (434051)	7,900	1,989	25.2	5,919	74.9	1,585	20.1	4,360	55.2	204	2
Eligibility Interviewers, Govt. Programs (434061)	230	53	23.0	175	76.1	30	13.0	110	47.8	15	6
File Clerks (434071)	870	150	17.2	719	82.6	85	9.8	540	62.1	40	4
Hotel, Motel, & Resort Desk Clerks (434081)	200	39	19.5	158	79.0	20	10.0	85	42.5	15	7
Interviewers, Except Eligibility & Loan (434111)	500	135	27.0	369	73.8	95	19.0	240	48.0	15	3
Library Assistants, Clerical (434121)	500	48	9.6	460	92.0	30	6.0	330	66.0	4	0
Loan Interviewers & Clerks (434131)	200	4	2.0	193	96.5	4	2.0	130	65.0	0	0
New Accounts Clerks (434141)	60	4	6.7	55	91.7	4	6.7	35	58.3	0	0
Human Res. Assists, Exc. Payroll Etc. (434161)	105	35	33.3	74	70.5	15	14.3	55	52.4	10	9
Receptionists & Information Clerks (434171)	3,570	195	5.5	3,377	94.6	105	2.9	2,810	78.7	55	1
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	550	169	30.7	378	68.7	95	17.3	235	42.7	45	8
Information & Record Clerks, All Other (434199)	215	25	11.6	187	87.0	25	11.6	160	74.4	0	0
Correspondence Clerks & Order Clerks (434XXX)	550	260	47.3	295	53.6	110	20.0	210	38.2	65	11
Material Recording, Scheduling, Etc. (435000)	11,895	7,895	66.4	3,962	33.3	5,400	45.4	2,589	21.8	1,309	11
Cargo & Freight Agents (435011)	95	64	67.4	24	25.3	60	63.2	4	4.2	0	0
Couriers & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140	17
Dispatchers (435030)	825	399	48.4	415	50.3	350	40.0	330	40.0	44	5
Meter Readers, Utilities (435041)	40	44	110.0	0	0.0	19	25.0	0	0.0	30	75
Postal Service Clerks (435051)	590	285	49.1	298	51.4	190	32.3	140	24.1	50	8
Postal Service Mail Carriers (435052)	1,300	960	73.8	337	25.9	670	51.5	220	16.9	180	13
Postal Service Mail Sorters, Processors, Etc. (435053)	675	355	52.6	318	47.1	255	37.8	115	17.0	75	11
Production, Planning, & Expediting Clerks (435061)	1,210	658	54.4	554	45.8	530	43.8	430	35.5	80	6
Shipping, Receiving, & Traffic Clerks (435071)	2,140	1,563	73.0	569	26.5	1,055	49.3	365	19.0	220	10
Stock Clerks & Order Fillers (435081)	4,065	2,789	68.6	1,254	31.1	1,830	45.0	810	19.9	480	11
Weights, Measurers, Checkers, Etc. (435111)	160	79	49.4	75	46.9	50	31.3	65	40.6	10	6
Secretaries & Administrative Assistants (436000)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0
Secretaries & Administrative Assistants (436010)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0
Other Office & Admin. Support Workers (439000)	15,690	3,908	24.9	11,783	75.1	2,804	17.9	3,275	22.2	595	3

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Black Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
30	1.5	25	1.2	30	1.5	0	0.0	30	1.5	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Sales Engineers (419031)
90	18.4	0	0.0	30	6.1	0	0.0	4	0.8	Telemarketers (419041)
30	4.8	45	7.3	25	4.0	14	2.3	15	2.4	Door-To-Door Sales Workers & Rel Wrks (419091)
40	6.2	4	0.6	10	1.5	10	1.5	0	0.0	Sales & Related Workers, All Other (419099)
7,114	9.7	1,816	2.5	4,092	5.6	814	1.1	1,626	2.2	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	Super., Office & Admin. Support Workers (431000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	First-Line Sup./Mgrs., Admin. Support Wrks (431011)
50	14.1	0	0.0	34	9.6	10	2.8	4	1.1	Communications Equipment Operators (432000)
15	8.1	0	0.0	14	7.6	0	0.0	4	2.2	Switchboard Operators, Incl. Ans. Service (432011)
35	21.9	0	0.0	20	12.5	10	6.3	0	0.0	Telephone Operators (432021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Comm. Equipment Operators, All Other (432099)
927	9.1	39	0.4	533	5.2	72	0.7	307	3.0	Financial Clerks (433000)
75	13.0	0	0.0	35	6.1	10	1.7	0	0.0	Bill & Account Collectors (433011)
100	7.4	0	0.0	60	4.4	0	0.0	18	1.3	Billing & Posting Clerks & Machine Oper. (433021)
520	8.7	19	0.3	255	4.2	54	0.9	140	2.3	Bookkeeping, Acctg., & Auditing Clerks (433031)
4	11.4	0	0.0	4	11.4	0	0.0	20	57.1	Gaming Cage Workers (433041)
70	8.4	0	0.0	65	7.8	0	0.0	4	0.5	Payroll & Timekeeping Clerks (433051)
4	2.7	0	0.0	14	9.3	0	0.0	0	0.0	Procurement Clerks (433061)
154	12.1	20	1.6	100	7.8	8	0.6	125	9.8	Tellers (433071)
1,833	11.6	320	2.0	1,042	6.6	119	0.8	292	1.8	Information & Record Clerks (434000)
10	22.2	0	0.0	4	8.9	0	0.0	0	0.0	Brokerage Clerks (434011)
25	17.2	4	2.8	0	0.0	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
45	20.0	0	0.0	20	8.9	0	0.0	4	1.8	Credit Authorizers, Checkers, & Clerks (434041)
945	12.0	140	1.8	490	6.2	60	0.8	124	1.6	Customer Service Representatives (434051)
50	21.7	4	1.7	15	6.5	4	1.7	0	0.0	Eligibility Interviewers, Govt. Programs (434061)
80	9.2	15	1.7	80	9.2	10	1.1	19	2.2	File Clerks (434071)
45	22.5	4	2.0	24	12.0	0	0.0	4	2.0	Hotel, Motel, & Resort Desk Clerks (434081)
50	10.0	10	2.0	65	13.0	15	3.0	14	2.8	Interviewers, Except Eligibility & Loan (434111)
65	13.0	14	2.8	10	2.0	0	0.0	55	11.0	Library Assistants, Clerical (434121)
40	20.0	0	0.0	15	7.5	0	0.0	8	4.0	Loan Interviewers & Clerks (434131)
20	33.3	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)
4	3.8	10	9.5	0	0.0	0	0.0	15	14.3	Human Res. Assists, Exc. Payroll Etc. (434161)
284	8.0	25	0.7	250	7.0	10	0.3	33	0.9	Receptionists & Information Clerks (434171)
105	19.1	29	5.3	30	5.5	0	0.0	8	1.5	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	7.0	0	0.0	4	1.9	0	0.0	8	3.7	Information & Record Clerks, All Other (434199)
50	9.1	65	11.8	35	6.4	20	3.6	0	0.0	Correspondence Clerks & Order Clerks (434XX)
674	5.7	911	7.7	394	3.3	275	2.3	305	2.6	Material Recording, Scheduling, Etc. (435000)
20	21.1	4	4.2	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)
4	0.5	114	14.2	4	0.5	25	3.1	10	1.2	Couriers & Messengers (435021)
50	6.1	25	3.0	10	1.2	0	0.0	25	3.0	Dispatchers (435030)
0	0.0	4	10.0	0	0.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
120	20.7	25	4.3	14	2.4	20	3.4	24	4.1	Postal Service Clerks (435051)
105	8.1	25	5.5	8	0.6	25	1.9	4	0.3	Postal Service Mail Carriers (435052)
90	13.3	10	1.5	54	8.0	15	2.2	59	8.7	Postal Service Mail Sorters, Processors, Etc. (435053)
45	3.7	30	2.5	39	3.2	18	1.5	40	3.3	Production, Planning, & Expediting Clerks (435061)
55	2.6	255	12.4	85	4.0	23	1.1	44	2.1	Shipping, Receiving, & Traffic Clerks (435071)
175	4.3	345	8.5	180	4.4	134	3.3	99	2.4	Stock Clerks & Order Filers (435081)
10	6.3	4	2.5	0	0.0	15	9.4	0	0.0	Weighers, Measurers, Checkers, Etc. (435111)
360	10.3	35	0.3	715	5.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436000)
360	10.3	35	0.3	715	5.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436010)
1,950	12.5	336	2.1	1,134	7.2	173	1.1	414	2.6	Other Office & Admin. Support Workers (439000)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Non-Hispanic Male
		Male	%	Female	%	Male	%	Female	%	
Computer Operators (439011)	1,485	808	54.4	674	45.4	550	37.0	445	30.0	
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.6	1,185	46.4	
Word Processors & Typists (439022)	485	25	5.2	464	95.7	15	3.1	305	62.9	
Desktop Publishers (439031)	20	15	75.0	4	20.0	15	75.0	0	0.0	
Insurance Claims & Policy Proc. Clerks (439041)	2,240	518	23.1	1,720	76.8	475	21.2	1,325	59.2	
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	945	420	44.4	534	56.5	235	24.9	255	27.0	
Office Clerks, General (439061)	5,695	880	15.5	4,820	84.6	625	11.0	3,670	64.4	
Office Machine Operators, Exc. Computer (439071)	310	125	40.3	185	59.7	60	19.4	35	11.3	
Proofreaders & Copy Markers (439081)	115	19	16.5	99	86.1	4	3.5	85	73.9	
Statistical Assistants (439111)	120	55	45.8	65	54.2	25	20.8	50	41.7	
Office & Admin. Support Workers, All Other (439199)	1,720	449	26.1	1,263	73.4	350	20.3	920	53.5	
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	805	498	61.9	308	38.3	260	32.3	205	25.5	
Super., Farming, Fishing, & Forestry Wrks (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	
First-Line Sup./Mgrs. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	
Agricultural Workers (452000)	680	405	59.6	284	41.8	195	28.7	205	30.1	
Agricultural Inspectors (452011)	10	10	100.0	0	0.0	10	100.0	0	0.0	
Graders & Sorters, Agricultural Products (452041)	10	10	100.0	4	40.0	0	0.0	0	0.0	
Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)	660	385	58.3	280	42.4	185	28.0	205	31.1	
Fishing & Hunting Workers (453000)	15	14	93.3	0	0.0	10	66.7	0	0.0	
Forest, Conservation, & Logging Workers (454000)	40	40	100.0	0	0.0	40	100.0	0	0.0	
Forest & Conservation Workers (454011)	10	10	100.0	0	0.0	10	100.0	0	0.0	
Logging Workers (454020)	30	30	100.0	0	0.0	30	100.0	0	0.0	
CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)	17,529	17,085	97.5	424	2.4	13,904	79.3	317	1.8	1,258
Super., Construction & Extraction Workers (471000)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85
First-Line Sup./Mgrs. of Constr & Extr. Wrks (471011)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85
Construction Trades Workers (472000)	14,425	14,076	97.6	339	2.4	11,330	78.5	257	1.8	1,074
Boilermakers (472011)	15	15	100.0	0	0.0	15	100.0	0	0.0	0
Brickmasons, Blockmasons, & Stonemasons (472020)	515	502	97.5	15	2.9	405	78.6	15	2.9	59
Carpenters (472031)	3,445	3,394	98.5	45	1.3	2,885	83.7	35	1.0	155
Carpet, Floor, & Tile Installers & Finishers (472040)	440	435	98.9	4	0.9	325	73.9	4	0.9	60
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	40	88.9	0	0.0	0
Construction Laborers (472061)	2,670	2,590	97.0	80	3.0	1,890	70.8	50	1.9	240
Paving, Surfacing, & Tamping Equip. Oper. (472071)	105	99	94.3	0	0.0	80	76.2	0	0.0	0
Miscellaneous Construction Equip. Oper. (47207X)	635	629	99.1	14	2.2	525	82.7	10	1.6	100
Drywall Install., Ceil. Tile Install., & Tapers (472080)	435	429	98.6	4	0.9	380	87.4	4	0.9	35
Electricians (472111)	1,625	1,605	98.8	15	0.9	1,385	85.2	15	0.9	110
Glaziers (472121)	140	135	96.4	0	0.0	125	89.3	0	0.0	0
Insulation Workers (472130)	75	65	86.7	10	13.3	65	86.7	0	0.0	0
Painters, Construction & Maintenance (472141)	1,505	1,403	93.2	104	6.9	975	64.8	80	5.3	110
Paperhangers (472142)	50	40	80.0	15	30.0	40	60.0	15	30.0	0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,220	1,205	98.8	15	1.2	1,040	85.2	15	1.2	80
Plasterers & Stucco Masons (472151)	50	47	94.0	0	0.0	35	70.0	0	0.0	0
Roofers (472181)	655	660	100.8	0	0.0	460	70.2	0	0.0	50
Sheet Metal Workers (472211)	540	535	99.1	4	0.7	475	88.0	4	0.7	35
Iron & Steel Workers (472XXX)	260	244	93.8	14	5.4	185	71.2	10	3.8	40
Helpers, Construction Trades (473000)	70	75	107.1	0	0.0	45	64.3	0	0.0	10
Helpers, Construction Trades (473010)	70	75	107.1	0	0.0	45	64.3	0	0.0	10
Other Construction & Related Workers (474000)	840	807	96.1	25	3.0	605	72.0	10	1.2	89
Construction & Building Inspectors (474011)	245	234	95.5	10	4.1	185	75.5	10	4.1	35
Elevator Installers & Repairers (474021)	45	45	100.0	0	0.0	45	100.0	0	0.0	0
Fence Erectors (474031)	100	85	85.0	15	15.0	40	40.0	0	0.0	0
Hazardous Materials Removal Workers (474041)	75	74	98.7	0	0.0	40	53.3	0	0.0	4

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
115	7.7	54	3.6	85	5.7	39	2.6	29	2.0	Computer Operators (439011)
495	15.4	49	1.9	205	8.0	15	0.6	70	2.7	Data Entry Keyers (439021)
35	7.2	0	0.0	110	22.7	0	0.0	14	2.9	Word Processors & Typists (439022)
0	0.0	0	0.0	4	20.0	0	0.0	0	0.0	Desktop Publishers (439031)
300	13.4	8	0.4	50	2.2	0	0.0	45	2.0	Insurance Claims & Policy Proc. Clerks (439041)
85	9.0	75	7.9	150	15.9	35	3.7	44	4.7	Mail Clerks & Mail Mach Oper., Exc. USPS (439051)
610	10.7	95	1.7	365	6.4	50	0.9	175	3.1	Office Clerks, General (439061)
70	22.6	0	0.0	65	21.0	15	4.8	15	4.6	Office Machine Operators, Exc. Computer (439071)
10	8.7	0	0.0	0	0.0	15	13.0	4	3.5	Proofreaders & Copy Markers (439081)
15	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Statistical Assistants (439111)
225	13.1	55	3.2	100	5.8	4	0.2	18	1.0	Office & Admin. Support Workers, All Other (439199)
0	0.0	213	26.5	93	11.6	10	1.2	10	1.2	FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	Super., Farming, Fishing, & Forestry Wrks (451000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	First-Line Sup./Mgrs. of Farming, Etc. (451010)
0	0.0	185	27.2	79	11.6	10	1.5	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	0	0.0	4	40.0	10	100.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	185	28.0	75	11.4	0	0.0	0	0.0	Misc. Agric. Wrks, Incl. Animal Breeders (4520XX)
0	0.0	4	26.7	0	0.0	0	0.0	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Logging Workers (454020)
25	0.1	1,494	8.5	54	0.3	429	2.4	28	0.2	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	First-Line Sup./Mgrs. of Constr & Extr. Wrks (471011)
25	0.2	1,281	8.9	39	0.3	391	2.7	18	0.1	Construction Trades Workers (472000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Boilermakers (472011)
0	0.0	30	5.8	0	0.0	8	1.6	0	0.0	Brickmasons, Blockmasons, & Stonemasons (472020)
0	0.0	255	7.4	0	0.0	99	2.9	10	0.3	Carpenters (472031)
0	0.0	50	11.4	0	0.0	0	0.0	0	0.0	Carpet, Floor, & Tile Installers & Finishers (472040)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Cement Masons, Concrete Finishers, Etc. (472050)
15	0.6	380	14.2	15	0.6	80	3.0	0	0.0	Construction Laborers (472061)
0	0.0	15	14.3	0	0.0	4	3.8	0	0.0	Paving, Surfacing, & Tamping Equip. Oper. (472071)
0	0.0	4	0.6	4	0.6	0	0.0	0	0.0	Miscellaneous Construction Equip. Oper. (47207X)
0	0.0	10	2.3	0	0.0	4	0.9	0	0.0	Drywall Install., Cell. Tile Install., & Tapers (472080)
0	0.0	85	5.2	0	0.0	25	1.5	0	0.0	Electricians (472111)
0	0.0	0	0.0	0	0.0	10	7.1	0	0.0	Glaziers (472121)
0	0.0	0	0.0	10	13.3	0	0.0	0	0.0	Insulation Workers (472130)
10	0.7	250	16.6	10	0.7	68	4.5	4	0.3	Painters, Construction & Maintenance (472141)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Paperhangers (472142)
0	0.0	40	3.3	0	0.0	45	3.7	0	0.0	Pipelayers, Plumbers, Pipefitters, Etc. (472150)
0	0.0	8	16.0	0	0.0	4	8.0	0	0.0	Plasterers & Stucco Masons (472161)
0	0.0	120	12.3	0	0.0	30	4.6	0	0.0	Roofers (472181)
0	0.0	15	2.8	0	0.0	13	1.9	0	0.0	Sheet Metal Workers (472211)
0	0.0	19	7.3	0	0.0	0	0.0	4	1.5	Iron & Steel Workers (472XXX)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473000)
0	0.0	20	28.6	0	0.0	0	0.0	0	0.0	Helpers, Construction Trades (473010)
0	0.0	103	12.3	15	1.8	10	1.2	0	0.0	Other Construction & Related Workers (474000)
0	C.O.	4	1.6	0	0.0	10	4.1	0	0.0	Construction & Building Inspectors (474011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Elevator Installers & Repairers (474021)
0	0.0	45	45.0	15	15.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	30	40.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	% Male	Female	% Female	Male	% Male	Female	% Female	Male	% Male
Highway Maintenance Workers (474051)	245	240	98.0	0	0.0	195	79.6	0	0.0	25	10.2
Rail-Track Laying & Maint. Equip. Operators (474061)	30	30	100.0	0	0.0	20	66.7	0	0.0	10	33.3
Septic Tank Serv. & Sewer Pipe Cleaners (474071)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Misc. Construction & Rel. Workers (474090)	85	64	96.8	0	0.0	65	76.5	0	0.0	15	17.6
Extraction Workers (475000)	59	44	74.6	10	16.9	34	57.6	0	0.0	0	0.0
Earth Drillers, Except Oil & Gas (475021)	30	25	83.3	0	0.0	15	50.0	0	0.0	0	0.0
Expl. Wrkrs. Ord. Handling Experts, & Blasters (475031)	25	15	60.0	10	40.0	15	60.0	0	0.0	0	0.0
Mining Machine Operators (475040)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Misc. Extraction Workers, Etc. (4750XX)	4	4	100.0	0	0.0	4	100.0	0	0.0	0	0.0
Demick, Rotary Drill, Etc., Oil, Gas, & Mining (4750YY)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
INSTALLATION, MAINTENANCE, & REPAIR OCCS. (490000)	13,094	12,470	95.2	578	4.4	10,109	77.2	412	3.1	1,155	8.8
Super. of Installation, Maint., & Repair Wrkrs. (491000)	860	794	92.3	59	6.9	670	77.9	55	6.4	85	9.9
First-Line Super./Mgns. of Mechanics, Etc (491011)	660	794	92.3	59	6.9	670	77.9	55	6.4	85	9.9
Elect. & Electronic Equip. Mechanics, Etc. (492000)	2,140	1,920	89.7	203	9.5	1,555	72.7	159	7.4	169	7.9
Computer, ATM, & Office Mach. Repairers (492011)	1,220	1,084	88.9	135	11.1	935	76.6	105	8.6	60	4.9
Radio & Telecomm. Equip. Install & Repair (492020)	555	520	93.7	29	5.2	395	71.2	25	4.5	75	13.5
Avionics Technicians (492091)	25	24	96.0	0	0.0	20	80.0	0	0.0	0	0.0
Electric Motor, Pwr Tool, & Related Repairers (492092)	110	110	100.0	0	0.0	80	72.7	0	0.0	20	18.2
Electr. Equip. Install & Repair, Motor Veh. (492096)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Electr. Home Entert. Equip. Install & Repair (492097)	95	52	54.7	35	36.8	25	26.3	25	26.3	4	4.2
Security & Fire Alarm Systems Installers (492098)	50	45	90.0	4	8.0	35	70.0	4	8.0	10	20.0
Elect/Electr Repr, Ind., Utility, & Transp. Equip. (49209X)	60	60	100.0	0	0.0	40	66.7	0	0.0	0	0.0
Veh. & Mobile Equip. Mechs, Installers (493000)	4,975	4,894	98.4	72	1.4	3,840	77.2	49	1.0	509	10.2
Aircraft Mechanics & Service Techs (493011)	720	704	97.8	8	1.1	560	77.8	4	0.6	60	8.3
Automotive Body & Related Repairers (493021)	440	433	98.4	4	0.9	335	76.1	0	0.0	75	17.0
Automotive Glass Installers & Repairers (493022)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Automotive Service Techs & Mechanics (493023)	2,650	2,605	98.3	45	1.7	1,930	72.8	30	1.1	320	12.1
Bus & Truck Mechs & Diesel Eng. Specialists (493031)	685	683	99.7	0	0.0	580	84.7	0	0.0	34	5.0
Heavy Veh. & Mob. Equip. Serv. Techs & Mechs (493040)	250	235	94.0	15	6.0	235	94.0	15	6.0	0	0.0
Small Engine Mechanics (493050)	115	114	99.1	0	0.0	110	95.7	0	0.0	0	0.0
Misc. Veh. & Mob. Equip. Mechs, Etc. (493090)	95	100	105.3	0	0.0	70	73.7	0	0.0	20	21.1
Other Installation, Maint. & Repair Occs (499000)	5,119	4,862	95.0	244	4.8	4,044	79.0	149	2.9	392	7.7
Control & Valve Installers & Repairers (499010)	45	45	100.0	0	0.0	35	77.8	0	0.0	0	0.0
Heating, AC, & Refrig. Mechs & Installers (499021)	845	843	99.8	4	0.5	775	91.7	0	0.0	50	5.9
Home Appliance Repairers (499031)	160	154	96.3	0	0.0	105	65.6	0	0.0	10	6.3
Maintenance & Repair Workers, General (499042)	1,145	1,065	93.0	73	6.4	845	73.8	40	3.5	90	7.9
Maintenance Workers, Machinery (499043)	75	70	93.3	4	5.3	50	66.7	0	0.0	20	26.7
Millwrights (499044)	120	119	99.2	0	0.0	115	95.8	0	0.0	0	0.0
Ind. & Refractory Machinery Mechanics (49904X)	1,115	1,064	95.4	55	4.9	910	81.5	35	3.1	70	6.3
Electrical Power-Line Installers & Repairers (499051)	115	114	99.1	0	0.0	110	95.7	0	0.0	4	3.5
Telecomm. Line Installers & Repairers (499052)	485	430	88.7	54	11.1	320	66.0	30	6.2	70	14.4
Precision Instrument & Equip. Repairers (499060)	165	159	96.4	10	6.1	155	93.9	0	0.0	4	2.4
Coin, Vending, & Amuse. Mach. Servicers (499091)	125	121	96.8	0	0.0	105	84.0	0	0.0	4	3.2
Locksmiths & Safe Repairers (499094)	30	24	80.0	4	13.3	20	66.7	4	13.3	0	0.0
Manufactured Bldg & Mobile Home Install (499095)	4	4	100.0	0	0.0	4	100.0	0	0.0	0	0.0
Riggers (499096)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Helpers-Installation, Maint., & Rep. Wrkrs (499098)	55	45	81.8	10	18.2	30	54.5	10	18.2	15	27.3
Other Install., Maint., & Rpr. Wrkrs, Etc. (49909X)	620	590	95.2	30	4.8	450	72.6	30	4.8	55	8.9
PRODUCTION OCCUPATIONS (510000)	35,309	24,485	69.3	10,718	30.4	17,945	50.8	6,257	17.7	2,134	6.0
Supervisors, Production Workers (511000)	3,875	3,095	79.9	794	20.5	2,625	67.7	610	15.7	190	4.9
First-Line Super./Mgns. of Prod. & Oper. Wrkrs (511011)	3,675	3,095	79.9	794	20.5	2,625	67.7	610	15.7	190	4.9
Assemblers & Fabricators (512000)	4,180	1,741	41.7	2,423	58.0	1,185	28.3	1,294	31.0	183	4.4

* Estimates may not add to the total due to rounding. For information on rounding and confidentiality, see Appendix E.

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Black -Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
0	0.0	20	8.2	0	0.0	0	0.0	0	0.0	Highway Maintenance Workers (474051)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Rail-Track Laying & Maint. Equip. Operators (474061)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Septic Tank Serv. & Sewer Pipe Cleaners (474071)
0	0.0	4	4.7	0	0.0	0	0.0	0	0.0	Misc. Construction & Rel. Workers (474090)
0	0.0	10	16.9	0	0.0	0	0.0	10	16.9	Extraction Workers (475000)
0	0.0	10	33.3	0	0.0	0	0.0	0	0.0	Earth Drillers, Except Oil & Gas (475021)
0	0.0	0	0.0	0	0.0	0	0.0	10	40.0	Expl. Wrks, Ord. Handling Expts, & Blasters (475031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Mining Machine Operators (475040)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Extraction Workers, Etc. (4750XX)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Derrick, Rotary Drill, Etc., Oil, Gas, & Mining (4750YY)
60	0.5	889	6.8	92	0.7	317	2.4	14	0.1	INSTALLATION, MAINTENANCE, & REPAIR OCCS. (490000)
4	0.5	35	4.1	0	0.0	4	0.5	0	0.0	Super. of Installation, Maint., & Repair Wrks. (491000)
4	0.5	35	4.1	0	0.0	4	0.5	0	0.0	First-Line Super./Mgns. of Mechanics, Etc (491011)
14	0.7	148	6.9	30	1.4	48	2.2	0	0.0	Elect. & Electronic Equip. Mechanics, Etc (492000)
10	0.8	65	5.3	20	1.6	24	2.0	0	0.0	Computer, ATM, & Office Mach Repairers (492011)
4	0.7	40	7.2	0	0.0	10	1.8	0	0.0	Radio & Telecomm. Equip. Install & Repair (492020)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Avionics Technicians (492091)
0	0.0	10	9.1	0	0.0	0	0.0	0	0.0	Electric Motor, Pwr Tool, & Related Repairers (492092)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Electr. Equip. Install & Repair, Motor Veh. (492096)
0	0.0	19	20.0	10	10.5	4	4.2	0	0.0	Electr. Home Entert. Equip. Install & Repair (492097)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Security & Fire Alarm Systems Installers (492098)
0	0.0	10	16.7	0	0.0	10	16.7	0	0.0	Elect/Electr Repr, Ind., Utility, & Transp. Equip. (49209X)
8	0.2	392	7.9	15	0.3	153	3.1	0	0.0	Veh. & Mobile Equip. Mechs, Installers (493000)
4	0.6	20	2.8	0	0.0	64	8.9	0	0.0	Aircraft Mechanics & Service Techs (493011)
4	0.9	8	1.8	0	0.0	15	3.4	0	0.0	Automotive Body & Related Repairers (493021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Automotive Glass Installers & Repairers (493022)
0	0.0	295	11.1	15	0.5	60	2.3	0	0.0	Automotive Service Techs & Mechanics (493023)
0	0.0	55	8.0	0	0.0	14	2.0	0	0.0	Bus & Truck Mechs & Diesel Eng. Specialists (493031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Heavy Veh. & Mob. Equip. Serv. Techs & Mechs (493040)
0	0.0	4	3.5	0	0.0	0	0.0	0	0.0	Small Engine Mechanics (493050)
0	0.0	10	10.5	0	0.0	0	0.0	0	0.0	Misc. Veh. & Mob. Equip. Mechs, Etc. (493090)
34	0.7	314	6.1	47	0.9	112	2.2	14	0.3	Other Installation, Maint. & Repair Occs (493000)
0	0.0	0	0.0	0	0.0	10	22.2	0	0.0	Control & Valve Installers & Repairers (499010)
4	0.5	4	0.5	0	0.0	14	1.7	0	0.0	Heating, AC, & Refrig. Mechs & Installers (499021)
0	0.0	39	24.4	0	0.0	0	0.0	0	0.0	Home Appliance Repairers (499031)
0	0.0	115	10.0	19	1.7	15	1.3	14	1.2	Maintenance & Repair Workers, General (499042)
0	0.0	0	0.0	4	5.3	0	0.0	0	0.0	Maintenance Workers, Machinery (499043)
0	0.0	4	3.3	0	0.0	0	0.0	0	0.0	Millwrights (499044)
10	0.9	29	2.6	10	0.9	55	4.9	0	0.0	Ind. & Refractory Machinery Mechanics (49904X)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Electrical Power-Line Installers & Repairers (499051)
20	4.1	40	8.2	4	0.8	0	0.0	0	0.0	Telecomm. Line Installers & Repairers (499052)
0	0.0	0	0.0	10	6.1	0	0.0	0	0.0	Precision Instrument & Equip. Repairers (499050)
0	0.0	8	6.4	0	0.0	4	3.2	0	0.0	Coin, Vending, & Amuse. Mach Servicers (499091)
0	0.0	0	0.0	0	0.0	4	13.3	0	0.0	Locksmiths & Safe Repairers (499094)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Manufactured Bldg & Mobile Home Install (499095)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Riggers (499096)
0	0.0	75	12.1	0	0.0	10	1.6	0	0.0	Helpers-Installation, Maint., & Rep. Wrks (499098)
317	3.7	2,857	8.1	2,170	6.1	1,549	4.4	974	2.8	Other Install, Maint., & Rpr. Wrks, Etc. (49909X)
55	1.7	185	4.8	60	2.1	95	2.5	39	1.0	PRODUCTION OCCUPATIONS (510000)
65	1.7	185	4.8	60	2.1	95	2.5	39	1.0	Supervisors, Production Workers (511000)
270	6.5	244	5.8	574	13.7	129	3.1	285	6.8	First-Line Supr./Mgns. of Prod. & Oper. Wrks (511011)
										Assemblers & Fabricators (512000)