

**UTILIZATION ANALYSIS and
HIRING AND PROMOTION GOALS
Section 46a-68-85**

This section was found to be in compliance in the previous submission and the proposals/recommendations were the following: The Commission notes the error on the form that shows goals incorrectly as upward mobility instead of on the correct promotion goal line.

The established promotional goals were placed on the promotion goal line.

In order to determine whether protected classes are fully and fairly utilized in UConn Health's workforce, the numbers of protected classes in the workforce must be compared to the availability of persons for employment. Completing this comparison between UConn Health's workforce and the availability bases calculated in Section 46a-68-84, Availability Analysis has been conducted for each occupational category and position classification.

Utilization Analysis was performed for thirty-nine (39) position classifications. The previous utilization, previous hiring/promotional and upward mobility goals, current hires/promotions and upward mobility, and achievement percentage of goals are included on Form #85A.

For each instance of underutilization identified in the Utilization Analysis, employment or promotional goals have been set to increase the representation of protected class members in the workforce. Goals were established to the nearest whole number. UConn Health has set its goals to be meaningful, measurable, and reasonably attainable. All promotions within the category are reflected on the bottom of Form #86A.

AGENCY: UCONN HEALTH
 OCCUPATIONAL CATEGORY: EXECUTIVE/ADMINISTRATIVE
 POSITION CLASSIFICATION: 1A. EXECUTIVE

REPORTING DATE: JUNE 30, 2017
 LABOR MARKET AREA: NATIONAL

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	53.3	46.7	40.0	36.7	10.0	6.7	0.0	3.3	3.3	0.0	A
WORKFORCE PARITY %	100.0	46.9	53.1	40.2	44.1	3.4	5.0	1.9	2.3	1.4	1.7	B
WORKFORCE NUMBERS	30	16	14	12	11	3	2	0	1	1	0	C
WORKFORCE PARITY #	30	14	16	12	13	1	2	1	1	0	0	D
NET UTILIZATION (+)	0.0	1.9	-1.9	-0.1	-2.2	2.0	0.5	-0.6	0.3	0.6	-0.5	E
PREVIOUS UTILIZATION	0.0	1.1	-1.1	-0.5	-0.9	0.9	0.3	-0.7	0.1	1.4	-0.7	F
HIRING GOALS												
Previous Plan Goals Short	4	2	2	1	1	0	0	1	0	0	1	G
CURRENT PLAN HIRES	3	3	0	1	0	2	0	0	0	0	0	I
CURRENT PLAN GOALS	3	1	2	0	1	0	0	1	0	0	1	N
PROMOTION GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	1	1	1	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **EXECUTIVE/ADMINISTRATIVE**
 JOB GROUP: **1B. UNIVERSITY DIRECTOR**

REPORTING DATE: **JUNE 3**
 LABOR MARKET AREA: **NATIONAL**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	42.2	57.8	40.6	56.3	1.6	1.6	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	32.6	67.4	29.1	59.6	1.5	2.4	1.2	1.4	0.9	3.9	B
WORKFORCE NUMBERS	64	27	37	26	36	1	1	0	0	0	0	C
WORKFORCE PARITY #	64	21	43	19	38	1	2	1	1	1	3	D
NET UTILIZATION (+)	0.0	6.1	-6.1	7.4	-2.2	0.1	-0.5	-0.8	-0.9	-0.6	-2.5	E
PREVIOUS UTILIZATION	0.0	-2.2	2.2	0.7	6.1	-0.5	-1.5	-1.3	-1.3	-1.2	-1.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	3	4	0	0	1	2	1	1	1	1	G
CURRENT PLAN HIRES	6	2	4	2	4	0	0	0	0	0	0	I
CURRENT PLAN GOALS	6	2	4	0	0	0	1	1	1	1	2	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	6	1	5	1	5	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	0	3	0	2	0	0	0	0	0	1	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

*There are only 3 underutilized employees in our promotable pool.

LABOR MARKET AREA: NATIONAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: EXECUTIVE/ADMINISTRATIVE

JOB GROUP: 1C. MANAGERS

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.2	77.8	22.2	67.7	0.0	8.1	0.0	1.0	0.0	1.0	A
WORKFORCE PARITY %	100.0	27.8	72.2	23.3	61.9	2.1	5.4	1.4	2.9	1.0	2.0	B
WORKFORCE NUMBERS	99	22	77	22	67	0	8	0	1	0	1	C
WORKFORCE PARITY #	99	28	71	23	61	2	5	1	3	1	2	D
NET UTILIZATION (+)	0.0	-5.5	5.5	-1.1	5.8	-2.0	2.6	-1.4	-1.9	-1.0	-0.9	E
PREVIOUS UTILIZATION	0.0	-4.3	4.3	0.0	1.1	-2.0	5.4	-1.3	0.5	-1.0	-2.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	4	2	0	0	2	0	1	0	1	2	G
CURRENT PLAN HIRES	7	1	6	1	4	0	1	0	1	0	0	I
CURRENT PLAN GOALS	5	4	1	0	0	2	0	1	1	1	0	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	0	0	0	0	0	0	1	O
CURRENT PLAN PROM.	8	1	7	1	7	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	1	2	1	0	0	0	0	1	0	1	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **FACULTY**
 JOB GROUP: **2A. HEAD OF DEPARTMENT**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	68.4	31.6	63.2	31.6	5.3	0.0	0.0	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	74.3	25.7	62.4	20.8	1.4	1.2	1.4	1.2	9.0	2.5	B
WORKFORCE NUMBERS	19	13	6	12	6	1	0	0	0	0	0	C
WORKFORCE PARITY #	19	14	5	12	4	0	0	0	0	2	0	D
NET UTILIZATION (+)	0.0	-1.1	1.1	0.1	2.0	0.7	-0.2	-0.3	-0.2	-1.7	-0.5	E
PREVIOUS UTILIZATION	0.0	-0.5	0.5	0.5	1.3	0.8	-0.2	-0.2	-0.2	-1.4	-0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	1	0	1	0	0	0	0	0	0	0	1	G
CURRENT PLAN HIRES	2	2	0	2	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	1	0	0	0	0	0	0	0	1	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	2	1	0	0	0	0	0	0	2	1	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **FACULTY**
 JOB GROUP: **2B. PROFESSOR**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	77.2	22.8	65.4	18.9	1.6	0.8	1.6	0.8	8.7	2.4	A
WORKFORCE PARITY %	100.0	64.6	35.4	43.5	24.0	3.3	1.4	3.3	2.1	14.5	7.9	B
WORKFORCE NUMBERS	127	98	29	83	24	2	1	2	1	11	3	C
WORKFORCE PARITY #	127	82	45	55	30	4	2	4	3	18	10	D
NET UTILIZATION (+)	0.0	16.0	-16.0	27.7	-6.5	-2.1	-0.7	-2.2	-1.7	-7.4	-7.0	E
PREVIOUS UTILIZATION	0.0	15.9	-15.9	31.4	-9.8	-2.5	0.6	-3.5	-2.0	-9.4	-4.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	3	3	0	2	1	0	1	0	1	1	G
CURRENT PLAN HIRES	6	5	1	4	1	0	0	1	0	0	0	I
CURRENT PLAN GOALS	9	4	5	0	2	1	0	1	1	2	2	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	27	13	14	0	8	2	0	3	2	8	4	O
CURRENT PLAN PROM.	5	2	3	0	3	0	0	0	0	2	0	Q
CURRENT PLAN GOALS	19	7	12	0	5	1	1	1	1	5	5	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

V

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **FACULTY**
 JOB GROUP: **2C. ASSOCIATE PROFESSOR**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	63.2	36.8	38.7	23.6	3.8	0.9	2.8	2.8	17.9	9.4	A
WORKFORCE PARITY %	100.0	56.0	44.0	37.9	25.6	1.6	2.9	3.8	3.2	12.7	12.3	B
WORKFORCE NUMBERS	106	67	39	41	25	4	1	3	3	19	10	C
WORKFORCE PARITY #	106	59	47	40	27	2	3	4	3	13	13	D
NET UTILIZATION (+)	0.0	7.7	-7.7	0.8	-2.1	2.3	-2.1	-1.0	-0.4	5.5	-3.1	E
PREVIOUS UTILIZATION	0.0	8.0	-8.0	4.8	4.7	2.0	-4.2	-1.8	-1.6	3.0	-7.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	0	2	0	0	0	1	0	0	0	1	G
CURRENT PLAN HIRES	3	1	2	0	0	0	0	0	1	1	1	I
CURRENT PLAN GOALS	2	1	1	0	0	0	1	1	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	13	2	11	0	0	0	3	2	2	0	6	O
CURRENT PLAN PROM.	7	3	4	1	1	0	1	0	0	2	2	Q
CURRENT PLAN GOALS	6	0	6	0	2	0	1	0	0	0	3	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

V

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **FACULTY**
 JOB GROUP: **2D. ASSISTANT PROFESSOR**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	55.2	44.8	35.3	24.0	1.4	2.7	4.1	3.2	14.5	14.9	A
WORKFORCE PARITY %	100.0	53.0	47.0	40.2	33.2	2.4	3.4	2.6	3.3	7.8	7.1	B
WORKFORCE NUMBERS	221	122	99	78	53	3	6	9	7	32	33	C
WORKFORCE PARITY #	221	117	104	89	73	5	7	6	7	17	16	D
NET UTILIZATION (+)	0.0	4.8	-4.8	-10.9	-20.3	-2.3	-1.5	3.2	-0.2	14.7	17.3	E
PREVIOUS UTILIZATION	0.0	6.9	-6.9	-9.8	-20.4	-2.0	1.1	3.0	-1.8	15.7	13.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	31	11	20	9	18	2	0	0	2	0	0	G
CURRENT PLAN HIRES	36	17	19	13	8	1	1	0	3	3	7	I
CURRENT PLAN GOALS	33	12	21	10	19	2	2	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	1	2	1	2	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	0	0	0	0	1	Q
CURRENT PLAN GOALS	2	1	1	1	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**
 CATEGORY OR CLASS: **FACULTY**
 JOB GROUP: **2E. INSTRUCTOR**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.7	77.3	9.1	31.8	0.0	0.0	4.5	22.7	9.1	22.7	A
WORKFORCE PARITY %	100.0	62.5	37.5	50.8	27.0	2.2	3.0	2.7	2.8	6.8	4.7	B
WORKFORCE NUMBERS	22	5	17	2	7	0	0	1	5	2	5	C
WORKFORCE PARITY #	22	14	8	11	6	0	1	1	1	1	1	D
NET UTILIZATION (+)	0.0	-8.7	8.7	-9.2	1.1	-0.5	-0.7	0.4	4.4	0.5	4.0	E
PREVIOUS UTILIZATION	0.0	-7.2	7.2	-7.8	1.3	-0.5	-0.6	0.5	2.5	0.6	4.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	9	1	8	0	1	1	0	0	0	0	G
CURRENT PLAN HIRES	7	1	6	0	2	0	0	0	3	1	1	I
CURRENT PLAN GOALS	11	10	1	9	0	1	1	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3A. REGISTERED NURSE

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	19.0	81.0	12.4	57.7	4.2	14.5	1.5	3.9	0.9	4.8	A
WORKFORCE PARITY %	100.0	10.0	90.0	6.7	76.0	1.8	8.2	0.6	2.6	0.8	3.3	B
WORKFORCE NUMBERS	331	63	268	41	191	14	48	5	13	3	16	C
WORKFORCE PARITY #	331	33	298	22	252	6	27	2	9	3	11	D
NET UTILIZATION (+)	0.0	29.9	-29.9	18.8	-60.6	8.0	20.9	3.0	4.4	0.4	5.1	E
PREVIOUS UTILIZATION	0.0	15.5	-15.5	5.2	-37.3	8.7	17.0	1.0	4.3	0.3	0.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	37	0	37	0	37	0	0	0	0	0	0	G
CURRENT PLAN HIRES	82	14	68	11	44	1	16	1	4	1	4	I
CURRENT PLAN GOALS	61	0	61	0	61	0	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	1	1	0	0	0	1	1	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3B. NURSING SUPERVISOR

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	26.7	73.3	22.8	57.4	1.0	11.9	1.0	2.0	2.0	2.0	A
WORKFORCE PARITY %	100.0	17.6	82.4	11.4	60.1	4.1	13.6	1.5	3.9	0.8	4.8	B
WORKFORCE NUMBERS	101	27	74	23	58	1	12	1	2	2	2	C
WORKFORCE PARITY #	101	18	83	12	61	4	14	1	4	1	5	D
NET UTILIZATION (+)	0.0	9.2	-9.2	11.5	-2.7	-3.1	-1.8	-0.5	-1.9	1.2	-2.8	E
PREVIOUS UTILIZATION	0.0	12.6	-12.6	12.1	-9.5	-1.7	2.9	-0.4	-3.5	2.2	-2.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	4	0	4	0	2	0	0	0	1	0	1	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	3	1	2	0	1	1	0	0	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	15	2	13	0	8	2	0	0	3	0	2	O
CURRENT PLAN PROM.	8	1	7	1	6	0	0	0	1	0	0	Q
CURRENT PLAN GOALS	11	3	8	0	2	2	2	1	2	0	2	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3C. SPECIALIZED NURSES

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	12.5	87.5	12.5	77.1	0.0	0.0	0.0	6.3	0.0	4.2	A
WORKFORCE PARITY %	100.0	10.5	89.5	7.6	75.9	1.3	6.7	0.6	2.5	1.0	4.4	B
WORKFORCE NUMBERS	48	6	42	6	37	0	0	0	3	0	2	C
WORKFORCE PARITY #	48	5	43	4	36	1	3	0	1	0	2	D
NET UTILIZATION (+)	0.0	1.0	-1.0	2.3	0.6	-0.6	-3.2	-0.3	1.8	-0.5	-0.1	E
PREVIOUS UTILIZATION	0.0	2.1	-2.1	2.5	-1.9	0.4	-1.2	-0.5	1.4	-0.5	-0.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	5	2	3	0	1	0	1	1	0	1	1	G
CURRENT PLAN HIRES	4	1	3	1	3	0	0	0	0	0	0	I
CURRENT PLAN GOALS	3	2	1	0	0	1	1	0	0	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	0	0	2	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3D. CLINICAL SUPERVISORS

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	36.4	63.6	30.3	57.6	6.1	0.0	0.0	3.0	0.0	3.0	A
WORKFORCE PARITY %	100.0	20.5	79.5	18.1	69.1	0.8	3.0	0.5	4.1	0.7	3.3	B
WORKFORCE NUMBERS	33	12	21	10	19	2	0	0	1	0	1	C
WORKFORCE PARITY #	33	7	26	6	23	0	1	0	1	0	1	D
NET UTILIZATION (+)	0.0	5.2	-5.2	4.0	-3.8	1.7	-1.0	-0.2	-0.3	-0.2	-0.1	E
PREVIOUS UTILIZATION	0.0	4.8	-4.8	4.4	-3.9	0.7	-0.9	-0.1	-0.1	-0.2	0.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	0	3	0	2	0	1	0	0	0	0	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	3	0	3	0	1	0	1	0	1	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	2	0	0	0	0	0	0	O
CURRENT PLAN PROM.	5	2	3	1	3	1	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	0	3	0	3	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3E. CLINICAL GROUP

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	40.9	59.1	32.6	52.3	1.5	0.0	1.5	3.0	5.3	3.8	A
WORKFORCE PARITY %	100.0	29.7	70.3	22.4	55.1	1.7	5.4	1.7	3.8	4.0	5.9	B
WORKFORCE NUMBERS	132	54	78	43	69	2	0	2	4	7	5	C
WORKFORCE PARITY #	132	39	93	30	73	2	7	2	5	5	8	D
NET UTILIZATION (+)	0.0	14.7	-14.7	13.4	-3.7	-0.2	-7.2	-0.2	-1.1	1.7	-2.8	E
PREVIOUS UTILIZATION	0.0	16.9	-16.9	16.0	-9.0	-0.7	-6.6	0.0	1.4	1.3	-2.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	17	1	16	0	8	1	5	0	0	0	3	G
CURRENT PLAN HIRES	11	3	8	3	7	0	0	0	1	0	0	I
CURRENT PLAN GOALS	14	0	14	0	3	0	7	0	1	0	3	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	1	0	2	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3F. RESEARCH

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.7	77.3	16.3	53.9	1.4	4.3	0.7	6.4	4.3	12.8	A
WORKFORCE PARITY %	100.0	54.2	45.8	36.3	30.7	2.3	6.4	2.4	1.6	13.1	7.1	B
WORKFORCE NUMBERS	141	32	109	23	76	2	6	1	9	6	18	C
WORKFORCE PARITY #	141	76	65	51	43	3	9	3	2	18	10	D
NET UTILIZATION (+)	0.0	-44.4	44.4	-28.2	32.7	-1.2	-3.0	-2.4	6.7	-12.5	8.0	E
PREVIOUS UTILIZATION	0.0	-42.6	42.6	-29.9	29.5	-0.1	0.5	-2.6	3.5	-10.2	9.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	43	43	0	30	0	0	0	3	0	10	0	G
CURRENT PLAN HIRES	24	3	21	2	15	0	0	1	3	0	3	I
CURRENT PLAN GOALS	47	44	3	28	0	1	3	2	0	13	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	1	1	1	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3G. CLINICAL TECHNOLOGIST

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	20.4	79.6	14.3	69.4	0.0	0.0	0.0	2.0	6.1	8.2	A
WORKFORCE PARITY %	100.0	20.5	79.5	15.2	58.8	1.7	9.2	1.6	5.4	2.0	6.1	B
WORKFORCE NUMBERS	49	10	39	7	34	0	0	0	1	3	4	C
WORKFORCE PARITY #	49	10	39	7	29	1	5	1	3	1	3	D
NET UTILIZATION (+)	0.0	-0.1	0.1	-0.4	5.2	-0.9	-4.5	-0.8	-1.7	2.0	1.0	E
PREVIOUS UTILIZATION	0.0	0.0	0.0	-1.2	4.1	-0.1	-4.8	-0.6	-0.4	2.0	1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	2	6	1	0	0	5	1	1	0	0	G
CURRENT PLAN HIRES	3	1	2	1	1	0	0	0	0	0	1	I
CURRENT PLAN GOALS	9	2	7	0	0	1	5	1	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3H. FINANCE GROUP

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	28.6	71.4	19.6	57.1	3.6	3.6	3.6	1.8	1.8	8.9	A
WORKFORCE PARITY %	100.0	33.2	66.8	27.2	52.1	2.3	7.4	1.1	5.5	2.5	1.8	B
WORKFORCE NUMBERS	56	16	40	11	32	2	2	2	1	1	5	C
WORKFORCE PARITY #	56	19	37	15	29	1	4	1	3	1	1	D
NET UTILIZATION (+)	0.0	-2.6	2.6	-4.3	2.8	0.7	-2.2	1.4	-2.1	-0.4	4.0	E
PREVIOUS UTILIZATION	0.0	0.7	-0.7	-0.8	1.2	0.4	-1.9	1.4	-2.6	-0.4	2.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	0	3	0	0	0	1	0	2	0	0	G
CURRENT PLAN HIRES	6	0	6	0	5	0	0	0	0	0	1	I
CURRENT PLAN GOALS	5	3	2	3	0	0	1	0	1	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	1	2	1	0	0	1	0	1	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	1	2	1	0	0	1	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3I. ADMINISTRATIVE GROUP

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	12.0	88.0	8.8	67.2	0.0	7.2	1.6	8.8	1.6	4.8	A
WORKFORCE PARITY %	100.0	25.4	74.6	20.7	62.2	1.7	6.4	1.2	4.4	1.7	1.6	B
WORKFORCE NUMBERS	125	15	110	11	84	0	9	2	11	2	6	C
WORKFORCE PARITY #	125	32	93	26	78	2	8	2	5	2	2	D
NET UTILIZATION (+)	0.0	-16.7	16.7	-14.9	6.2	-2.2	1.0	0.5	5.6	-0.1	3.9	E
PREVIOUS UTILIZATION	0.0	-11.6	11.6	-11.1	5.8	-1.8	0.3	1.0	1.8	0.4	3.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	8	0	7	0	1	0	0	0	0	0	G
CURRENT PLAN HIRES	11	1	10	0	7	0	3	1	0	0	0	I
CURRENT PLAN GOALS	10	10	0	9	0	1	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	5	0	4	0	1	0	0	0	0	0	O
CURRENT PLAN PROM.	8	2	6	2	4	0	1	0	1	0	0	Q
CURRENT PLAN GOALS	7	7	0	6	0	1	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3J. ADMINISTRATIVE PROGRAM COORDINATOR

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	4.5	95.5	4.5	86.6	0.0	4.5	0.0	3.6	0.0	0.9	A
WORKFORCE PARITY %	100.0	13.3	86.7	9.4	74.8	1.0	2.1	2.6	6.3	0.4	3.4	B
WORKFORCE NUMBERS	112	5	107	5	97	0	5	0	4	0	1	C
WORKFORCE PARITY #	112	15	97	10	84	1	2	3	7	0	4	D
NET UTILIZATION (+)	0.0	-9.9	9.9	-5.5	13.2	-1.1	2.7	-2.9	-3.1	-0.5	-2.8	E
PREVIOUS UTILIZATION	0.0	-12.8	12.8	-7.2	17.5	-2.8	-1.4	-2.5	-0.8	-0.4	-2.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	9	1	5	0	2	0	2	0	0	1	G
CURRENT PLAN HIRES	3	0	3	0	3	0	0	0	0	0	0	I
CURRENT PLAN GOALS	10	9	1	5	0	1	0	2	0	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	8	4	4	2	0	1	1	1	1	0	2	O
CURRENT PLAN PROM.	7	1	6	1	5	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	7	2	5	1	0	0	0	1	3	0	2	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

*In the promotable pool the under utilized groups of white males, black males, Hispanic males, Hispanic female, and AAIANHNPI female only contained the following number of employees: 1 white male, 0 black male, 1 Hispanic male, 3 Hispanic females, and 2 AAIANHNPI females..

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3K. SOCIAL WORKER

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	19.4	80.6	18.3	62.4	1.1	12.9	0.0	3.2	0.0	2.2	A
WORKFORCE PARITY %	100.0	23.2	76.8	13.6	48.9	5.9	16.2	3.2	10.3	0.6	1.4	B
WORKFORCE NUMBERS	93	18	75	17	58	1	12	0	3	0	2	C
WORKFORCE PARITY #	93	22	71	13	45	5	15	3	10	1	1	D
NET UTILIZATION (+)	0.0	-3.6	3.6	4.4	12.5	-4.5	-3.1	-2.9	-6.6	-0.5	0.7	E
PREVIOUS UTILIZATION	0.0	-5.6	5.6	3.0	14.2	-4.7	-2.8	-3.5	-6.6	-0.6	0.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	20	10	10	0	0	5	3	4	7	1	0	G
CURRENT PLAN HIRES	3	1	2	1	2	0	0	0	0	0	0	I
CURRENT PLAN GOALS	19	9	10	0	0	5	3	3	7	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3L TECHNICAL PROFESSIONAL

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	55.6	44.4	48.5	35.9	3.5	2.5	1.5	1.5	2.0	4.5	A
WORKFORCE PARITY %	100.0	66.7	33.3	51.7	27.1	5.4	3.2	4.5	1.1	5.2	1.9	B
WORKFORCE NUMBERS	198	110	88	96	71	7	5	3	3	4	9	C
WORKFORCE PARITY #	198	132	66	102	54	11	6	9	2	10	4	D
NET UTILIZATION (+)	0.0	-22.0	22.0	-6.3	17.3	-3.6	-1.3	-6.0	0.8	-6.3	5.3	E
PREVIOUS UTILIZATION	-0.1	-12.3	12.2	4.4	7.5	-7.0	-0.4	-2.8	-0.7	-7.0	6.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	12	12	0	0	0	3	0	3	0	6	0	G
CURRENT PLAN HIRES	20	10	10	6	10	0	0	2	0	2	0	I
CURRENT PLAN GOALS	16	16	0	4	0	3	0	4	0	5	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	6	5	1	0	0	4	0	0	1	1	0	O
CURRENT PLAN PROM.	4	3	1	3	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	7	6	1	2	0	1	1	2	0	1	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROFESSIONAL/NON-FACULTY

JOB GROUP: 3M. NURSE PRACTITIONER

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	4.2	95.8	1.4	84.5	0.0	7.0	1.4	1.4	1.4	2.8	A
WORKFORCE PARITY %	100.0	42.1	57.9	34.1	38.8	5.9	12.6	1.7	3.7	0.4	2.8	B
WORKFORCE NUMBERS	71	3	68	1	60	0	5	1	1	1	2	C
WORKFORCE PARITY #	71	30	41	24	28	4	9	1	3	0	2	D
NET UTILIZATION (+)	0.0	-26.9	26.9	-23.2	32.5	-4.2	-3.9	-0.2	-1.6	0.7	0.0	E
PREVIOUS UTILIZATION	0.0	-22.1	22.1	-20.5	24.1	-2.4	-0.5	-0.2	-2.2	0.9	0.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	23	20	3	18	0	2	1	0	2	0	0	G
CURRENT PLAN HIRES	15	0	15	0	12	0	1	0	1	0	1	I
CURRENT PLAN GOALS	31	26	5	22	0	4	3	0	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	3	0	3	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	1	1	1	0	0	1	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**
 CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**
 JOB GROUP: **4A. OFFICE ASSISTANT**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	7.7	92.3	3.8	55.8	1.9	13.5	1.9	21.2	0.0	1.9	A
WORKFORCE PARITY %	100.0	6.3	93.7	4.2	70.3	1.0	13.4	0.7	8.7	0.4	1.2	B
WORKFORCE NUMBERS	52	4	48	2	29	1	7	1	11	0	1	C
WORKFORCE PARITY #	52	3	49	2	37	1	7	0	5	0	1	D
NET UTILIZATION (+)	0.0	0.7	-0.7	-0.2	-7.6	0.5	0.0	0.6	6.5	-0.2	0.4	E
PREVIOUS UTILIZATION	0.0	0.5	-0.5	0.7	-7.5	-0.6	3.3	0.6	4.9	-0.2	0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	1	2	0	2	1	0	0	0	0	0	G
CURRENT PLAN HIRES	2	1	1	0	0	1	0	0	1	0	0	I
CURRENT PLAN GOALS	3	0	3	0	3	0	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	6	0	6	0	6	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	5	0	5	0	5	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4B. PATIENT SERVICES REPRESENTATIVE

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	4.5	95.5	1.8	72.7	0.9	12.7	0.0	10.0	1.8	0.0	A
WORKFORCE PARITY %	100.0	20.5	79.5	15.3	51.5	3.8	14.9	0.4	12.0	1.0	1.2	B
WORKFORCE NUMBERS	110	5	105	2	80	1	14	0	11	2	0	C
WORKFORCE PARITY #	110	23	87	17	57	4	16	0	13	1	1	D
NET UTILIZATION (+)	0.0	-17.5	17.5	-14.8	23.4	-3.2	-2.4	-0.5	-2.2	0.9	-1.3	E
PREVIOUS UTILIZATION	0.0	-14.8	14.8	-12.0	21.5	-2.9	-3.6	-0.9	-2.1	1.0	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	13	13	0	12	0	1	0	0	0	0	0	G
CURRENT PLAN HIRES	15	0	15	0	14	0	1	0	0	0	0	I
CURRENT PLAN GOALS	17	17	0	15	0	2	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	10	3	7	0	0	2	4	1	2	0	1	O
CURRENT PLAN PROM.	8	0	8	0	4	0	1	0	3	0	0	Q
CURRENT PLAN GOALS	7	2	5	0	0	1	2	1	2	0	1	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

*There are only 7 underutilized employees in our promotable pool.

LABOR MARKET AREA: **LOCAL**
 CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**
 JOB GROUP: **4C. CLERK AND CLERK TYPIST**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	9.5	90.5	7.9	58.7	0.0	15.9	1.6	11.1	0.0	4.8	A
WORKFORCE PARITY %	100	30.4	69.6	22.9	44.0	5.2	15.9	0.6	9.2	1.7	0.6	B
WORKFORCE NUMBERS	63	6	57	5	37	0	10	1	7	0	3	C
WORKFORCE PARITY #	63	19	44	14	28	3	10	0	6	1	0	D
NET UTILIZATION (+)	0.0	-13.1	13.1	-9.4	9.3	-3.3	0.0	0.7	1.2	-1.1	2.7	E
PREVIOUS UTILIZATION	0.0	-12.9	12.9	-9.6	12.2	-3.6	-2.7	1.1	2.7	-0.9	0.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	18	15	3	10	0	4	3	0	0	1	0	G
CURRENT PLAN HIRES	19	0	19	0	8	0	6	0	3	0	2	I
CURRENT PLAN GOALS	13	13	0	9	0	3	0	0	0	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4D. SECRETARIAL/CLERICAL

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	11.4	88.6	5.7	61.1	1.9	12.8	2.4	12.8	1.4	1.9	A
WORKFORCE PARITY %	100.0	12.5	87.5	8.1	62.5	2.4	12.9	1.8	10.2	0.3	1.8	B
WORKFORCE NUMBERS	211	24	187	12	129	4	27	5	27	3	4	C
WORKFORCE PARITY #	211	26	185	17	132	5	27	4	22	1	4	D
NET UTILIZATION (+)	0.0	-2.4	2.4	-5.1	-2.9	-1.1	-0.2	1.3	5.5	2.3	0.2	E
PREVIOUS UTILIZATION	0.0	-22.8	22.8	-7.6	10.0	-3.7	9.0	-0.8	3.5	-10.7	0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	17	17	0	6	0	4	0	1	0	6	0	G
CURRENT PLAN HIRES	24	5	19	3	10	1	6	0	3	1	0	I
CURRENT PLAN GOALS	7	5	2	4	2	1	0	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	7	0	2	0	0	0	0	0	5	0	O
CURRENT PLAN PROM.	3	3	0	0	0	2	0	1	0	0	0	Q
CURRENT PLAN GOALS	2	1	1	1	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	23.1	76.9	15.4	53.8	0.0	15.4	7.7	7.7	0.0	0.0	A
WORKFORCE PARITY %	100.0	5.8	94.2	3.7	67.5	0.7	13.8	1.3	10.7	0.1	2.2	B
WORKFORCE NUMBERS	13	3	10	2	7	0	2	1	1	0	0	C
WORKFORCE PARITY #	13	1	12	0	9	0	2	0	1	0	0	D
NET UTILIZATION (+)	0.0	2.2	-2.2	1.5	-1.8	-0.1	0.2	0.8	-0.4	0.0	-0.3	E
PREVIOUS UTILIZATION	0.0	1.7	-1.7	1.4	-1.2	-0.1	0.4	0.8	-0.6	-0.4	-0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	1	1	0	0	0	0	0	1	1	0	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4F. ADMINISTRATIVE PROGRAM ASSISTANT 2

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	3.5	96.5	1.8	86.0	0.0	0.0	1.8	7.0	0.0	3.5	A
WORKFORCE PARITY %	100	10.9	89.1	7.3	64.6	0.4	14.7	3.2	8.6	0.1	1.2	B
WORKFORCE NUMBERS	57	2	55	1	49	0	0	1	4	0	2	C
WORKFORCE PARITY #	57	6	51	4	37	0	8	2	5	0	1	D
NET UTILIZATION (+)	0.0	-4.2	4.2	-3.2	12.2	-0.2	-8.4	-0.8	-0.9	-0.1	1.3	E
PREVIOUS UTILIZATION	0.0	-2.0	2.0	-1.8	10.2	0.5	-6.2	-0.7	-3.5	-0.1	1.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	2	7	1	0	0	4	1	3	0	0	G
CURRENT PLAN HIRES	4	0	4	0	2	0	0	0	2	0	0	I
CURRENT PLAN GOALS	9	2	7	1	0	0	6	1	1	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	1	3	1	0	0	2	0	1	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	4	2	2	2	0	0	2	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SECRETARIAL/CLERICAL

JOB GROUP: 4G. CLINIC OFFICE ASSISTANT

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	1.4	98.6	0.0	62.6	0.7	15.0	0.7	18.4	0.0	2.7	A
WORKFORCE PARITY %	100.0	10.4	89.6	5.5	56.3	2.1	15.0	2.0	16.0	0.5	2.2	B
WORKFORCE NUMBERS	147	2	145	0	92	1	22	1	27	0	4	C
WORKFORCE PARITY #	147	15	132	8	83	3	22	3	24	1	3	D
NET UTILIZATION (+)	0.0	-13.3	13.3	-8.1	9.2	-2.1	-0.1	-1.9	3.5	-0.7	0.8	E
PREVIOUS UTILIZATION	0.0	-16.9	16.9	-8.3	14.1	-0.5	2.6	-3.1	-1.7	-5.1	1.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	8	1	4	0	1	0	1	1	2	0	G
CURRENT PLAN HIRES	3	0	3	0	2	0	0	0	1	0	0	I
CURRENT PLAN GOALS	6	6	0	4	0	1	0	1	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	10	9	1	4	0	0	0	2	1	3	0	O
CURRENT PLAN PROM.	12	0	12	0	4	0	3	0	5	0	0	Q
CURRENT PLAN GOALS	7	7	0	4	0	1	0	1	0	1	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5A. CLINICAL/PARAPROFESSIONAL

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	27.8	72.2	13.9	36.1	11.1	16.7	2.8	19.4	0.0	0.0	A
WORKFORCE PARITY %	100.0	14.6	85.4	7.5	62.7	4.4	11.7	1.5	8.8	1.1	2.2	B
WORKFORCE NUMBERS	36	10	26	5	13	4	6	1	7	0	0	C
WORKFORCE PARITY #	36	5	31	3	23	2	4	1	3	0	1	D
NET UTILIZATION (+)	0.0	4.8	-4.7	2.3	-9.6	2.4	1.8	0.5	3.8	-0.4	-0.8	E
PREVIOUS UTILIZATION	0.0	6.9	-6.9	3.8	-12.0	3.3	0.6	0.3	5.4	-0.5	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	1	13	0	12	0	0	0	0	1	1	G
CURRENT PLAN HIRES	4	0	4	0	1	0	3	0	0	0	0	I
CURRENT PLAN GOALS	11	0	11	0	10	0	0	0	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5B. TECHNICAL/PARAPROFESSIONAL

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	35.9	64.1	25.1	47.3	3.6	7.2	6.0	6.0	1.2	3.6	A
WORKFORCE PARITY %	100	15.7	84.3	7.9	64.2	5.3	10.6	1.4	7.2	1.2	2.3	B
WORKFORCE NUMBERS	167	60	107	42	79	6	12	10	10	2	6	C
WORKFORCE PARITY #	167	26	141	13	107	9	18	2	12	2	4	D
NET UTILIZATION (+)	0.0	33.8	-33.7	28.8	-28.2	-2.9	-5.7	7.7	-2.0	0.0	2.2	E
PREVIOUS UTILIZATION	0.0	28.6	-28.6	24.7	-20.8	-5.0	-4.7	8.7	-3.7	0.2	0.6	F
HIRING GOALS												
PREVIOUS GOALS SHORT	31	4	27	0	19	4	4	0	4	0	0	G
CURRENT PLAN HIRES	19	6	13	5	9	1	0	0	2	0	2	I
CURRENT PLAN GOALS	37	3	34	0	26	3	6	0	2	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	1	3	0	2	1	1	0	0	0	0	O
CURRENT PLAN PROM.	3	3	0	2	0	1	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5C. HEALTH CARE SUPPORT

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.0	78.0	13.8	49.5	2.8	11.0	1.8	9.2	3.7	8.3	A
WORKFORCE PARITY %	100.0	12.1	87.9	9.2	56.9	0.7	12.5	0.5	17.0	1.6	1.4	B
WORKFORCE NUMBERS	109	24	85	15	54	3	12	2	10	4	9	C
WORKFORCE PARITY #	109	13	96	10	62	1	14	1	19	2	2	D
NET UTILIZATION (+)	0.0	10.8	-10.8	5.0	-8.0	2.2	-1.6	1.5	-8.6	2.3	7.5	E
PREVIOUS UTILIZATION	0.1	9.0	-8.8	6.1	-7.3	1.3	1.6	1.1	-9.6	0.2	6.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	15	0	15	0	6	0	0	0	9	0	0	G
CURRENT PLAN HIRES	11	4	7	1	3	1	1	0	2	2	1	I
CURRENT PLAN GOALS	17	0	17	0	7	0	2	0	8	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	1	0	0	0	1	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	0	0	1	0	0	Q
CURRENT PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5D. MEDICAL ASSISTANTS

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP MALE	AAIANHNP FEMALE	
WORKFORCE %	100.0	5.5	94.5	1.8	57.7	1.2	15.3	1.8	20.2	0.6	1.2	A
WORKFORCE PARITY %	99.9	10.7	89.3	5.7	53.1	2.9	20.6	1.2	12.0	0.8	3.6	B
WORKFORCE NUMBERS	163	9	154	3	94	2	25	3	33	1	2	C
WORKFORCE PARITY #	163	17	146	9	87	5	34	2	20	1	6	D
NET UTILIZATION (+)	0.1	-8.4	8.5	-6.3	7.4	-2.8	-8.6	1.1	13.5	-0.4	-3.8	E
PREVIOUS UTILIZATION	0.0	-8.0	8.0	-7.1	2.1	-2.4	-5.7	1.8	15.1	-0.4	-3.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	15	9	6	7	0	2	4	0	0	0	2	G
CURRENT PLAN HIRES	18	2	16	2	10	0	4	0	2	0	0	I
CURRENT PLAN GOALS	19	8	11	6	0	2	8	0	0	0	3	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	0	0	2	0	0	0	1	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	3	1	2	0	0	1	1	0	0	0	1	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5E. PARAPROFESSIONAL/ADMINISTRATIVE

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	37.2	62.8	28.2	53.8	3.8	3.8	3.8	1.3	1.3	3.8	A
WORKFORCE PARITY %	100.0	42.6	57.4	33.8	46.9	3.1	5.3	2.7	3.7	3.0	1.3	B
WORKFORCE NUMBERS	78	29	49	22	42	3	3	3	1	1	3	C
WORKFORCE PARITY #	78	33	45	26	37	2	4	2	3	2	1	D
NET UTILIZATION (+)	0.0	-4.2	4.2	-4.4	5.4	0.6	-1.1	0.9	-1.9	-1.3	2.0	E
PREVIOUS UTILIZATION	0.0	2.6	-2.6	2.5	3.4	2.6	-4.0	-0.6	-2.1	-0.9	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	2	5	0	0	0	3	1	1	1	1	G
CURRENT PLAN HIRES	8	4	4	2	2	0	0	2	0	0	2	I
CURRENT PLAN GOALS	6	4	2	3	0	0	1	0	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	0	0	1	0	1	0	0	O
CURRENT PLAN PROM.	2	1	1	1	0	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	2	1	1	1	0	0	0	0	1	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5F. DENTAL ASSISTANT

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	0.0	100.0	0.0	70.2	0.0	12.8	0.0	17.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	5.1	94.9	2.0	65.9	1.7	11.8	1.2	15.5	0.1	1.7	B
WORKFORCE NUMBERS	47	0	47	0	33	0	6	0	8	0	0	C
WORKFORCE PARITY #	47	2	45	1	31	1	6	1	7	0	1	D
NET UTILIZATION (+)	0.0	-2.4	2.4	-0.9	2.0	-0.8	0.5	-0.6	0.7	0.0	-0.8	E
PREVIOUS UTILIZATION	0.0	-3.1	3.1	-1.5	0.5	-0.5	1.5	-0.9	2.1	-0.2	-1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	5	4	1	2	0	1	0	1	0	0	1	G
CURRENT PLAN HIRES	2	0	2	0	2	0	0	0	0	0	0	I
CURRENT PLAN GOALS	4	3	1	1	0	1	0	1	0	0	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: STATE

DATE: JUNE 30, 2017

CATEGORY OR CLASS: TECHNICAL/PARAPROFESSIONAL

JOB GROUP: 5G. LICENSED PRACTICAL NURSE

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	13.6	86.4	7.3	40.0	4.5	40.9	1.8	5.5	0.0	0.0	A
WORKFORCE PARITY %	100.0	6.5	93.5	4.5	67.3	0.9	18.2	0.9	5.4	0.2	2.6	B
WORKFORCE NUMBERS	110	15	95	8	44	5	45	2	6	0	0	C
WORKFORCE PARITY #	110	7	103	5	74	1	20	1	6	0	3	D
NET UTILIZATION (+)	0.0	7.8	-7.8	3.0	-30.0	4.0	25.0	1.0	0.0	-0.2	-2.8	E
PREVIOUS UTILIZATION	0.0	10.2	-10.2	3.6	-33.6	5.2	26.0	1.8	0.4	-0.3	-3.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	37	0	37	0	34	0	0	0	0	0	3	G
CURRENT PLAN HIRES	4	0	4	0	1	0	2	0	1	0	0	I
CURRENT PLAN GOALS	33	0	33	0	30	0	0	0	0	0	3	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SKILLED CRAFT

JOB GROUP: 6A. QUALIFIED CRAFT WORKERS

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	100.0	0.0	87.9	0.0	3.0	0.0	9.1	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.1	85.1	14.9	64.4	10.6	8.2	1.1	10.5	2.6	2.0	0.6	B
WORKFORCE NUMBERS	33	33	0	29	0	1	0	3	0	0	0	C
WORKFORCE PARITY #	33	28	5	21	4	3	0	3	1	1	0	D
NET UTILIZATION (+)	0.0	4.9	-4.9	7.7	-3.5	-1.7	-0.4	-0.5	-0.9	-0.7	-0.2	E
PREVIOUS UTILIZATION	0.0	3.2	-3.2	7.2	-2.2	-2.2	-0.4	-0.9	-0.5	-0.8	-0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	4	3	0	1	2	1	1	1	1	0	G
CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	8	3	5	0	3	1	1	1	1	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	1	0	1	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	1	1	0	1	1	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: PROTECTIVE SERVICES

JOB GROUP: 7A. PROTECTIVE SERVICES

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	89.1	10.9	65.2	6.5	13.0	0.0	10.9	4.3	0.0	0.0	A
WORKFORCE PARITY %	100.0	79.2	20.8	47.0	8.6	19.2	5.6	11.3	5.9	1.8	0.8	B
WORKFORCE NUMBERS	46	41	5	30	3	6	0	5	2	0	0	C
WORKFORCE PARITY #	46	36	10	22	4	9	3	5	3	1	0	D
NET UTILIZATION (+)	0.0	4.6	-4.6	8.4	-1.0	-2.8	-2.6	-0.2	-0.7	-0.8	-0.4	E
PREVIOUS UTILIZATION	0.0	4.3	-4.3	8.8	-0.5	-2.8	-2.8	-1.0	-0.7	-0.7	-0.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	5	5	0	1	3	3	1	1	1	0	G
CURRENT PLAN HIRES	11	10	1	7	0	3	0	0	1	0	0	I
CURRENT PLAN GOALS	10	4	6	0	1	3	3	0	1	1	1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**
 CATEGORY OR CLASS: **SERVICE/MAINTENANCE**
 JOB GROUP: **7B. CUSTODIAN**

DATE: **JUNE 30, 2017**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	32.7	67.3	15.4	50.0	5.8	3.8	11.5	11.5	0.0	1.9	A
WORKFORCE PARITY %	100.0	59.5	40.5	32.4	19.2	9.4	8.0	15.4	11.5	2.4	1.8	B
WORKFORCE NUMBERS	52	17	35	8	26	3	2	6	6	0	1	C
WORKFORCE PARITY #	52	31	21	17	10	5	4	8	6	1	1	D
NET UTILIZATION (+)	0.0	-13.9	13.9	-8.8	16.0	-1.9	-2.1	-2.0	0.0	-1.2	0.1	E
PREVIOUS UTILIZATION	0.0	-13.3	13.3	-8.0	14.8	-2.0	-0.2	-2.0	-1.3	-1.3	0.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	13	1	8	0	2	0	2	1	1	0	G
CURRENT PLAN HIRES	2	0	2	0	1	0	0	0	1	0	0	I
CURRENT PLAN GOALS	16	14	2	9	0	2	2	2	0	1	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: LOCAL

DATE: JUNE 30, 2017

CATEGORY OR CLASS: SERVICE/MAINTENANCE

JOB GROUP: 7C. OTHER SERVICES/MAINTENANCE

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	70.9	29.1	51.5	16.5	7.8	2.9	9.7	7.8	1.9	1.9	A
WORKFORCE PARITY %	100.0	59.8	40.2	41.1	26.5	8.5	5.6	9.3	6.4	1.0	1.8	B
WORKFORCE NUMBERS	103	73	30	53	17	8	3	10	8	2	2	C
WORKFORCE PARITY #	103	62	41	42	27	9	6	10	7	1	2	D
NET UTILIZATION (+)	0.0	11.4	-11.4	10.7	-10.2	-0.7	-2.7	0.4	1.4	1.0	0.2	E
PREVIOUS UTILIZATION	0.0	15.4	-15.4	16.1	-11.0	-2.5	-4.6	0.5	0.0	1.2	0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	16	3	13	0	9	3	4	0	0	0	0	G
CURRENT PLAN HIRES	12	7	5	4	2	2	1	1	2	0	0	I
CURRENT PLAN GOALS	13	1	12	0	9	1	3	0	0	0	0	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	2	0	1	0	0	0	0	O
CURRENT PLAN PROM.	3	3	0	3	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X