

AVAILABILITY ANALYSIS

Section 46a-68-84

This section was found to be in compliance in the previous submission and there were no proposals/recommendations.

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 2018.
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**

MAY 31, 2018

OCC. CATEGORY: 1. EXECUTIVE/ADMINISTRATIVE

TITLE: 1A. EXECUTIVE

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	56.8	0.15	8.5	43.2	0.15	6.48	51.5	0.15	7.73	37.9	0.15	5.69	1.7	0.15	0.25	2.4	0.15	0.36
Unemployment	52.2	0.05	2.6	47.8	0.05	2.39	37.0	0.05	1.85	30.6	0.05	1.53	7.1	0.05	0.35	8.9	0.05	0.44
Promotable Pool	40.0	0.30	12.0	60.0	0.30	18.0	36.0	0.30	10.8	52.0	0.30	15.6	4.0	0.30	1.2	4.0	0.30	1.2
National Education Data	44.0	0.50	22.0	56.0	0.50	28.02	35.7	0.50	17.85	43.0	0.50	21.49	3.8	0.50	1.88	6.6	0.50	3.32
FINAL AVAIL. FACTOR			45.1			54.9			38.2			44.3			3.7			5.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.9	0.15	0.29	1.3	0.15	0.19	1.8	0.15	0.27	1.6	0.15	0.24						
Unemployment	6.5	0.05	0.32	7.1	0.05	0.35	1.6	0.05	0.08	1.3	0.05	0.06						
Promotable Pool	0.0	0.30	0.0	4.0	0.30	1.2	0.0	0.30	0.0	0.0	0.30	0.0						
National Education Data	2.4	0.50	1.21	3.7	0.50	1.84	2.1	0.50	1.04	2.7	0.50	1.37						
FINAL AVAIL. FACTOR			1.8			3.6			1.4			1.7						100.0
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)												15% 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 2018 - 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) Spring 2017 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.												30% Positions are filled by promotions into category					

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

MAY 31, 2018

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 2018	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	2895	1510	1385	1072	887	205	257	187	204	46	37
PERCENTAGE	100.0	52.2	47.8	37.0	30.6	7.1	8.9	6.5	7.1	1.6	1.3

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Academic Administrative Manager	25	10	15	9	13	1	1	0	1	0	0
TOTAL	25	10	15	9	13	1	1	0	1	0	0
PERCENTAGE	100.0	40.0	60.0	36.0	52.0	4.0	4.0	0.0	4.0	0.0	0.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Spring 2017, Management	249527	109672	139855	89071	107252	9367	16579	6028	9200	5206	6824
PERCENTAGE	100.0	44.0	56.0	35.7	43.0	3.8	6.6	2.4	3.7	2.1	2.7

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

MAY 31, 2018

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

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	0.35	17.3	50.7	0.35	17.75	44.3	0.35	15.50	44.7	0.35	15.7	1.7	0.35	0.6	2.9	0.35	1.0
Unemployment	52.2	0.05	2.6	47.8	0.05	2.39	37.0	0.05	1.85	30.6	0.05	1.5	7.1	0.05	0.4	8.9	0.05	0.4
Promotable Pool	16.7	0.40	6.7	83.3	0.40	33.3	16.7	0.40	6.7	77.8	0.40	31.1	0.0	0.40	0.0	5.6	0.40	2.2
National Education Data	44.0	0.20	8.8	56.0	0.20	11.21	35.7	0.20	7.14	43.0	0.20	8.6	3.8	0.20	0.8	6.6	0.20	1.3
FINAL AVAIL. FACTOR			35.3			64.7			31.2			56.9			1.7			5.0
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	1.5	0.35	0.51	1.7	0.35	0.6	1.7	0.35	0.6						
Unemployment	6.5	0.05	0.3	7.1	0.05	0.35	1.6	0.05	0.1	1.3	0.05	0.1						
Promotable Pool	0.0	0.40	0.0	0.0	0.40	0.0	0.0	0.40	0.0	0.0	0.40	0.0						
National Education Data	2.4	0.20	0.5	3.7	0.20	0.74	2.1	0.20	0.4	2.7	0.20	0.5						
FINAL AVAIL. FACTOR			1.4			1.6			1.1			1.2						100.0
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)												35% 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 2018 - 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) Spring 2017 Management - Table 314.40												20% Weight based on national scope of recruitment searches in this category.					
Promotable Pool	Promotions occur from employees in Academic Administrative Manager and Nurse Manager titles.												40% Lower value weight, since available data is is general in nature.					

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

MAY 31, 2018

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	1.7	2.9	1.7	1.5	1.7	1.7

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
SOC Code 11.90	2895	1510	1385	1072	887	205	257	187	204	46	37
PERCENTAGE	100.0	52.2	47.8	37.0	30.6	7.1	8.9	6.5	7.1	1.6	1.3

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Academic Administrative Manager	7	2	5	2	4	0	1	0	0	0	0
Nurse Manager	11	1	10	1	10	0	0	0	0	0	0
TOTAL	18	3	15	3	14	0	1	0	0	0	0
PERCENTAGE	100.0	16.7	83.3	16.7	77.8	0.0	5.6	0.0	0.0	0.0	0.0

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

MAY 31, 2018

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
National Education Data Table 314.40 - Spring 2017, Management	249527	109672	139855	89071	107252	9367	16579	6028	9200	5206	6824
PERCENTAGE	100.0	44.0	56.0	35.7	43.0	3.8	6.6	2.4	3.7	2.1	2.7

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

MAY 31, 2018

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	0.30	11.94	60.2	0.30	18.06	34.8	0.30	10.45	53.6	0.30	16.07	2.2	0.30	0.67	3.4	0.30	1.01
Unemployment	52.2	0.05	2.61	47.8	0.05	2.39	37.0	0.05	1.85	30.6	0.05	1.53	7.1	0.05	0.35	8.9	0.05	0.44
Promotable Pool	0.0	0.40	0.00	100.0	0.40	40.00	0.0	0.40	0.00	82.4	0.40	32.94	0.0	0.40	0.00	11.8	0.40	4.71
National Education Data	44.0	0.25	10.99	56.0	0.25	14.01	35.7	0.25	8.92	43.0	0.25	10.75	3.8	0.25	0.94	6.6	0.25	1.66
FINAL AVAIL. FACTOR			25.5			74.5			21.2			61.3			2.0			7.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.6	0.30	0.47	1.7	0.30	0.51	1.2	0.30	0.35	1.6	0.30	0.47						
Unemployment	6.5	0.05	0.32	7.1	0.05	0.35	1.6	0.05	0.08	1.3	0.05	0.06						
Promotable Pool	0.0	0.40	0.00	0.0	0.40	0.00	0.0	0.40	0.00	5.9	0.40	2.35						
National Education Data	2.4	0.25	0.60	3.7	0.25	0.92	2.1	0.25	0.52	2.7	0.25	0.68						
FINAL AVAIL. FACTOR			1.4			1.8			1.0			3.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation 2nd Otr 2015-Statewide	30% 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 2018 - Statewide SOC Code 11.90 Other Management Occupations	5% Lower value weight, since available data is is general in nature.
Promotable Pool	Promotions occur from employees in Administrative Officer title.	40% 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) Spring 2017 Management - Table 314.40	25% Weight based on national scope of recruitment searches in this category.

**UNIVERSITY OF CONNECTICUT HEALTH
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MAY 31, 2018

National Education Data Table 314.40 - Spring 2014, Management											
	249527	109672	139855	89071	107252	9367	16579	6028	9200	5206	6824
PERCENTAGE	100.0	44.0	56.0	35.7	43.0	3.8	6.6	2.4	3.7	2.1	2.7

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

MAY 31, 2018

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	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	77.2	0.60	46.30	22.8	0.60	13.70	66.3	0.60	39.78	18.5	0.60	11.09	1.1	0.60	0.65	1.1	0.60	0.65
National Education Data	66.6	0.35	23.32	33.4	0.35	11.68	51.7	0.35	18.09	26.3	0.35	9.22	2.3	0.35	0.79	1.8	0.35	0.63
FINAL AVAIL. FACTOR			73.5			26.6			61.1			21.2			1.5			1.3
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	2.2	0.60	1.30	1.1	0.60	0.65	7.6	0.60	4.57	2.2	0.60	1.30						
National Education Data	2.4	0.35	0.83	1.5	0.35	0.53	10.3	0.35	3.62	3.7	0.35	1.30						
FINAL AVAIL. FACTOR			2.2			1.2			8.6			2.9						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% Data is more specific to occupations in category.					
Promotable Pool	Candidates eligible for promotion from Professor titles.												60% 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) Spring 2017, Human Resources Component, Fall Staff Section; Fall 2016, Completions Component, Table 324.60 and Table 324.70												35% Weight based on national scope of recruitment searches in this category.					

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

MAY 31, 2018

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	AAIAN HNPIIM	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	AAIAN HNPIIM	AAIAN HNPIF
Professor/Basic Sciences	47	33	14	28	11	0	0	0	1	5	2
Professor/Clinical	45	38	7	33	6	1	1	2	0	2	0
TOTAL	92	71	21	61	17	1	1	2	1	7	2
PERCENTAGE	100.0	77.2	22.8	66.3	18.5	1.1	1.1	2.2	1.1	7.6	2.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2017 Table 315.20 - Professors	181266	123912	57354	97497	47552	4054	2817	3966	2263	18395	4722
Educational Statistics - IPEDS report Fall 2016 Table 324.60 & 324.70 - Dentistry and Medicine	23040	12242	10798	8123	6262	547	869	860	811	2712	2856
TOTAL	204306	136154	68152	105620	53814	4601	3686	4826	3074	21107	7578
PERCENTAGE	100.0	66.6	33.4	51.7	26.3	2.3	1.8	2.4	1.5	10.3	3.7

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

MAY 31, 2018

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	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	61.5	0.70	43.08	38.5	0.70	26.92	34.1	0.70	23.85	23.1	0.70	16.15	3.3	0.70	2.31	3.3	0.70	2.31
National Education Data	66.6	0.25	16.66	33.4	0.25	8.34	51.7	0.25	12.92	26.3	0.25	6.58	2.3	0.25	0.56	1.8	0.25	0.45
FINAL AVAIL. FACTOR			63.6			36.4			40.0			23.6			3.0			2.8
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	3.3	0.70	2.31	2.2	0.70	1.54	20.9	0.70	14.62	9.9	0.70	6.92						
National Education Data	2.4	0.25	0.59	1.5	0.25	0.38	10.3	0.25	2.58	3.7	0.25	0.93						
FINAL AVAIL. FACTOR			3.0			2.0			17.6			8.1						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)											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) Spring 2017, Human Resources Component, Fall Staff Section; Fall 2016, Completions Component, Table 324.60 and Table 324.70											25% Educational Statistics have strong weight since specific degrees required to fill positions.						

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

MAY 31, 2018

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

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

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Assoc Prof/Basic Sciences	36	20	16	11	11	0	1	1	0	8	4
Assoc Prof/Clinical	55	36	19	20	10	3	2	2	2	11	5
TOTAL	91	56	35	31	21	3	3	3	2	19	9
PERCENTAGE	100.0	61.5	38.5	34.1	23.1	3.3	3.3	3.3	2.2	20.9	9.9

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2017 Table 315.20 - Professors	181266	123912	57354	97497	47552	4054	2817	3966	2263	18395	4722
Educational Statistics - IPEDS report Fall 2016 Table 324.60 & 324.70 - Dentistry and Medicine	23040	12242	10798	8123	6262	547	869	860	811	2712	2856
TOTAL	204306	136154	68152	105620	53814	4601	3686	4826	3074	21107	7578
PERCENTAGE	100.0	66.6	33.4	51.7	26.3	2.3	1.8	2.4	1.5	10.3	3.7

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

MAY 31, 2018

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	3.82	23.6	0.05	1.18	63.6	0.05	3.18	17.0	0.05	0.85	2.0	0.05	0.10	0.8	0.05	0.04
Promotable Pool	52.8	0.75	39.63	47.2	0.75	35.37	33.5	0.75	25.14	24.4	0.75	18.32	1.1	0.75	0.85	1.7	0.75	1.28
National Education Data	56.3	0.20	11.27	43.7	0.20	8.73	39.4	0.20	7.88	32.6	0.20	6.52	2.7	0.20	0.54	3.1	0.20	0.62
FINAL AVAIL. FACTOR			54.7			45.3			36.2			25.7			1.5			1.9
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	0.11	1.0	0.05	0.05	8.5	0.05	0.42	4.9	0.05	0.24						
Promotable Pool	4.6	0.75	3.41	4.0	0.75	2.98	13.6	0.75	10.23	17.1	0.75	12.79						
National Education Data	2.6	0.20	0.52	2.2	0.20	0.45	11.6	0.20	2.33	5.7	0.20	1.14						
FINAL AVAIL. FACTOR			4.1			3.5			13.0			14.2						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) Spring 2017, Human Resources Component, Fall Staff Section; Fall 2016, Completions Component, Table 324.60 and Table 324.70												20% Educational Statistics have strong weight since specific degrees required to fill positions.					

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

MAY 31, 2018

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	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	AAIAN HNPIIM	AAIAN HNPIF
Asst Professor/Basic Sciences	48	24	24	13	12	0	1	0	2	11	9
Asst Professor/Clinical	128	69	59	46	31	2	2	8	5	13	21
TOTAL	176	93	83	59	43	2	3	8	7	24	30
PERCENTAGE	100.0	52.8	47.2	33.5	24.4	1.1	1.7	4.6	4.0	13.6	17.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2017 Table 315.20 - Associate Professors	157653	89573	68080	63068	52653	4316	4775	3866	3242	18323	7410
Educational Statistics - IPEDS report Fall 2016 Table 324.60 & 324.70 - Dentistry and Medicine	23040	12242	10798	8123	6262	547	869	860	811	2712	2856
TOTAL	180693	101815	78878	71191	58915	4863	5644	4726	4053	21035	10266
PERCENTAGE	100.0	56.3	43.7	39.4	32.6	2.7	3.1	2.6	2.2	11.6	5.7

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

MAY 31, 2018

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	15.27	23.6	0.20	4.73	63.6	0.20	12.73	17.0	0.20	3.40	2.0	0.20	0.40	0.8	0.20	0.15
Promotable Pool	36.8	0.10	3.68	63.2	0.10	6.32	10.5	0.10	1.05	31.6	0.10	3.16	0.0	0.10	0.00	0.0	0.10	0.00
National Education Data	51.0	0.70	35.71	49.0	0.70	34.29	33.4	0.70	23.40	35.4	0.70	24.78	2.5	0.70	1.76	4.1	0.70	2.89
FINAL AVAIL. FACTOR			54.7			45.3			37.2			31.3			2.2			3.1
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	0.45	1.0	0.20	0.20	8.5	0.20	1.69	4.9	0.20	0.97						
Promotable Pool	10.5	0.10	1.05	15.8	0.10	1.58	15.8	0.10	1.58	15.8	0.10	1.58						
National Education Data	2.6	0.70	1.79	2.6	0.70	1.85	12.5	0.70	8.76	6.8	0.70	4.77						
FINAL AVAIL. FACTOR			3.3			3.6			12.0			7.3						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)											20% Value weight, since data is more specific to occupations in category.						
Promotable Pool	Candidates eligible for promotion from Instructor titles.											10% 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) Spring 2017, Human Resources Component, Fall Staff Section; Fall 2016, Completions Component, Table 324.60 and Table 324.70											70% Educational Statistics have weight since specific degrees required to fill positions.						

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

MAY 31, 2018

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	AAIAN HNPIIM	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	AAIAN HNPIIM	AAIAN HNPIF
Instructor/Basic Sciences	6	3	3	1	2	0	0	0	0	2	1
Instructor/Clinical	13	4	9	1	4	0	0	2	3	1	2
TOTAL	19	7	12	2	6	0	0	2	3	3	3
PERCENTAGE	100.0	36.8	63.2	10.5	31.6	0.0	0.0	10.5	15.8	15.8	15.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2017 Table 315.20 - Assistant Professors	165743	84063	81680	54980	60572	4211	6932	3960	4178	20912	9998

**UNIVERSITY OF CONNECTICUT HEALTH
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MAY 31, 2018

Educational Statistics - IPEDS report Fall 2016 Table 324.60 & 324.70 - Dentistry and Medicine											
	23040	12242	10798	8123	6262	547	869	860	811	2712	2856
TOTAL	188783	96305	92478	63103	66834	4758	7801	4820	4989	23624	12854
PERCENTAGE	100.0	51.0	49.0	33.4	35.4	2.5	4.1	2.6	2.6	12.5	6.8

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

MAY 31, 2018

**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	0.75	57.28	23.6	0.75	17.72	63.6	0.75	47.73	17.0	0.75	12.75	2.0	0.75	1.51	0.8	0.75	0.57
Unemployment	16.9	0.10	1.69	83.1	0.10	8.31	9.1	0.10	0.91	53.7	0.10	5.37	4.3	0.10	0.43	14.1	0.10	1.41
National Education Data	46.9	0.15	7.04	53.1	0.15	7.96	33.1	0.15	4.97	39.1	0.15	5.87	2.6	0.15	0.39	4.5	0.15	0.68
FINAL AVAIL. FACTOR			66.0			34.0			53.6			24.0			2.3			2.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.75	1.70	1.0	0.75	0.74	8.5	0.75	6.35	4.9	0.75	3.66						
Unemployment	2.5	0.10	0.25	13.2	0.10	1.32	0.9	0.10	0.09	2.2	0.10	0.22						
National Education Data	3.4	0.15	0.51	4.0	0.15	0.60	7.8	0.15	1.17	5.4	0.15	0.82						
FINAL AVAIL. FACTOR			2.5			2.7			7.6			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)											75% 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 2018 - 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) Spring 2017, Human Resources Component, Fall Staff Section; Fall 2016, Completions Component, Table 324.60 and Table 324.70											15% Educational Statistics have higher weight since specific degrees required to fill positions.						

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

MAY 31, 2018

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 HNPIIM	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 2018	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
SOC Code 29.10	789	133	656	72	424	34	111	20	104	7	17
PERCENTAGE	100.0	16.9	83.1	9.1	53.7	4.3	14.1	2.5	13.2	0.9	2.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Educational Statistics - IPEDS report Spring 2017 Table 315.20 - Instructors	98150	44619	53531	32045	41149	2592	4627	3270	4013	6712	3742
Educational Statistics - IPEDS report Fall 2016 Table 324.60 & 324.70 - Dentistry and Medicine	23040	12242	10798	8123	6262	547	869	860	811	2712	2856
TOTAL	121190	56861	64329	40168	47411	3139	5496	4130	4824	9424	6598

UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM

MAY 31, 2018

PERCENTAGE	100.0	46.9	53.1	33.1	39.1	2.6	4.5	3.4	4.0	7.8	5.4
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**UNIVERSITY OF CONNECTICUT HEALTH
AVAILABILITY ANALYSIS COMPUTATION FORM**

MAY 31, 2018

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	5.39	93.7	0.85	79.61	5.0	0.85	4.23	82.8	0.85	70.41	0.4	0.85	0.34	5.5	0.85	4.69
Unemployment	26.3	0.15	3.94	73.7	0.15	11.06	14.1	0.15	2.12	30.8	0.15	4.62	8.3	0.15	1.25	32.1	0.15	4.81
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00
FINAL AVAIL. FACTOR			9.3			90.7			6.4			75.0			1.6			9.5
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	0.22	1.7	0.85	1.42	0.7	0.85	0.59	3.6	0.85	3.10						
Unemployment	3.2	0.15	0.48	10.3	0.15	1.54	0.6	0.15	0.10	0.6	0.15	0.10						
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00						
FINAL AVAIL. FACTOR			0.7			3.0			0.7			3.2						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 2018 - 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 outside the category.						

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

MAY 31, 2018

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 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 2018											
SOC Code 29.90	156	41	115	22	48	13	50	5	16	1	1
PERCENTAGE	100.0	26.3	73.7	14.1	30.8	8.3	32.1	3.2	10.3	0.6	0.6

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

MAY 31, 2018

**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	0.95	93.7	0.15	14.05	5.0	0.15	0.75	82.8	0.15	12.42	0.4	0.15	0.06	5.5	0.15	0.83
Unemployment	26.3	0.05	1.31	73.7	0.05	3.69	14.1	0.05	0.71	30.8	0.05	1.54	8.3	0.05	0.42	32.1	0.05	1.60
Promotable Pool	18.7	0.80	14.98	81.3	0.80	65.02	12.8	0.80	10.20	57.4	0.80	45.90	4.0	0.80	3.19	13.9	0.80	11.16
FINAL AVAIL. FACTOR			17.2			82.8			11.7			59.9			3.7			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	0.04	1.7	0.15	0.25	0.7	0.15	0.10	3.7	0.15	0.55						
Unemployment	3.2	0.05	0.16	10.3	0.05	0.51	0.6	0.05	0.03	0.6	0.05	0.03						
Promotable Pool	1.2	0.80	0.96	4.4	0.80	3.51	0.8	0.80	0.64	5.6	0.80	4.46						
FINAL AVAIL. FACTOR			1.2			4.3			0.8			5.0						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 2018- 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**

MAY 31, 2018

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	3.7

	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 2018											
SOC Code 29.90	156	41	115	22	48	13	50	5	16	1	1
PERCENTAGE	100.0	26.3	73.7	14.1	30.8	8.3	32.1	3.2	10.3	0.6	0.6

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Nurse Correction	120	29	91	19	50	8	30	2	6	0	5
Staff Nurse Titles	131	18	113	13	94	2	5	1	5	2	9
Total	251	47	204	32	144	10	35	3	11	2	14
PERCENTAGE	100.0	18.7	81.3	12.8	57.4	4.0	13.9	1.2	4.4	0.8	5.6

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

MAY 31, 2018

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	0.65	4.12	93.7	0.65	60.88	5.0	0.65	3.24	82.8	0.65	53.84	0.4	0.65	0.26	5.5	0.65	3.59
Unemployment	26.3	0.10	2.63	73.7	0.10	7.37	14.1	0.10	1.41	30.8	0.10	3.08	8.3	0.10	0.83	32.1	0.10	3.21
Promotable Pool	12.9	0.25	3.22	87.1	0.25	21.78	9.9	0.25	2.49	72.5	0.25	18.13	1.2	0.25	0.29	4.1	0.25	1.02
FINAL AVAIL. FACTOR			10.0			90.1			7.1			75.1			1.4			7.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.65	0.17	1.7	0.65	1.08	0.7	0.65	0.45	3.7	0.65	2.37						
Unemployment	3.2	0.10	0.32	10.3	0.10	1.03	0.6	0.10	0.06	0.6	0.10	0.06						
Promotable Pool	0.6	0.25	0.15	3.5	0.25	0.88	1.2	0.25	0.29	7.0	0.25	1.75						
FINAL AVAIL. FACTOR			0.6			3.0			0.8			4.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)											65% Applicant Pool is recruited on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations											10% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											25% Promotions from Staff Nurse employees occur in this category.						

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

MAY 31, 2018

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	3.7

	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 2018											
SOC Code 29.90	156	41	115	22	48	13	50	5	16	1	1
PERCENTAGE	100.0	26.3	73.7	14.1	30.8	8.3	32.1	3.2	10.3	0.6	0.6

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Staff Nurse Titles	171	22	149	17	124	2	7	1	6	2	12
Total	171	22	149	17	124	2	7	1	6	2	12
PERCENTAGE	100.0	12.9	87.1	9.9	72.5	1.2	4.1	0.6	3.5	1.2	7.0

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

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**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	0.25	6.06	75.7	0.25	18.94	20.9	0.25	5.22	67.2	0.25	16.80	1.1	0.25	0.27	3.4	0.25	0.86
Unemployment	18.0	0.05	0.90	82.0	0.05	4.10	9.3	0.05	0.47	46.3	0.05	2.31	5.1	0.05	0.25	19.7	0.05	0.99
Promotable Pool	13.3	0.70	9.33	86.7	0.70	60.67	13.3	0.70	9.33	73.3	0.70	51.33	0.0	0.70	0.00	6.7	0.70	4.67
FINAL AVAIL. FACTOR			16.3			83.7			15.0			70.4			0.5			6.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.6	0.25	0.15	1.9	0.25	0.47	1.7	0.25	0.43	3.3	0.25	0.81						
Unemployment	2.8	0.05	0.14	14.1	0.05	0.71	0.9	0.05	0.04	1.8	0.05	0.09						
Promotable Pool	0.0	0.70	0.00	3.3	0.70	2.33	0.0	0.70	0.00	3.3	0.70	2.33						
FINAL AVAIL. FACTOR			0.3			3.5			0.5			3.2						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)											25% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations											5% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.											70% Positions are filled by promotions or transfers from the list of job titles that are attached.						

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

MAY 31, 2018

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 2018											
SOC Code 29	2059	371	1688	192	953	104	406	57	291	18	38
PERCENTAGE	100.0	18.0	82.0	9.3	46.3	5.1	19.7	2.8	14.1	0.9	1.8

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

MAY 31, 2018

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	AATAN HNPIM	AATAN HNPIF
Occupational Therapist 2	3	1	2	1	2	0	0	0	0	0	0
Physical Therapist 2	12	3	9	3	7	0	0	0	1	0	1
Research Facilitator	2	0	2	0	2	0	0	0	0	0	0
Social Worker 2	13	0	13	0	11	0	2	0	0	0	0
TOTAL	30	4	26	4	22	0	2	0	1	0	1
PERCENTAGE	100	13.3	86.7	13.3	73.3	0.0	6.7	0.0	3.3	0.0	3.3

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.55	13.40	75.6	0.55	41.60	20.9	0.55	11.48	67.1	0.55	36.88	1.0	0.55	0.55	3.3	0.55	1.83
Unemployment	18.0	0.05	0.90	82.0	0.05	4.10	9.3	0.05	0.47	46.3	0.05	2.31	5.1	0.05	0.25	19.7	0.05	0.99
Promotable Pool	18.2	0.05	0.91	81.8	0.05	4.09	13.9	0.05	0.70	61.6	0.05	3.08	1.4	0.05	0.07	8.2	0.05	0.41
National Education Data	41.6	0.35	14.57	58.4	0.35	20.43	29.0	0.35	10.15	40.0	0.35	13.98	2.1	0.35	0.72	4.2	0.35	1.48
FINAL AVAIL. FACTOR			29.8			70.2			22.8			56.3			1.6			4.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.55	0.46	2.1	0.55	1.17	1.7	0.55	0.91	3.1	0.55	1.72						
Unemployment	2.8	0.05	0.14	14.1	0.05	0.71	0.9	0.05	0.04	1.9	0.05	0.09						
Promotable Pool	0.5	0.05	0.02	4.3	0.05	0.22	2.4	0.05	0.12	7.7	0.05	0.38						
National Education Data	2.4	0.35	0.84	3.2	0.35	1.11	8.1	0.35	2.85	11.0	0.35	3.87						
FINAL AVAIL. FACTOR			1.5			3.2			3.9			6.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)											55% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 29 Healthcare Practitioners & Technical Occupations											5% 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) Fall 2013 and Fall 2014 Completions Component, Table 324.30 and 324.35											35% Based on the educational requirements in the positions within this category.						

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

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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	100.00	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 2018											
SOC Code 29	2059	371	1688	192	953	104	406	57	291	18	38
PERCENTAGE	100.00	18.0	82.0	9.3	46.3	5.1	19.7	2.8	14.1	0.9	1.9

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

MAY 31, 2018

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	23	0	8	0	2	0	2
Research Associate 1	19	7	12	4	7	0	2	0	1	3	2
Research Associate 2	12	4	8	3	4	1	1	0	1	0	2
Staff Nurse CN2	93	13	80	9	62	2	5	0	5	2	8
Staff Nurse CN3	38	5	33	4	30	0	1	1	0	0	2
Staff Nurse CN4	2	0	2	0	2	0	0	0	0	0	0
TOTAL	208	38	170	29	128	3	17	1	9	5	16
PERCENTAGE	100	18.2	81.8	13.9	61.6	1.4	8.2	0.5	4.3	2.4	7.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report - Fall 2013 and Fall 2014 Table 324.30 & 324.35 - Health professions and related programs	64154	26701	37453	18607	25629	1322	2709	1544	2027	5228	7088
PERCENTAGE	100.00	41.6	58.4	29.0	40.0	2.1	4.2	2.4	3.2	8.1	11.0

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

MAY 31, 2018

**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	0.90	52.51	41.7	0.90	37.49	39.8	0.90	35.80	29.6	0.90	26.63	1.0	0.90	0.88	3.3	0.90	3.00
Unemployment	26.3	0.10	2.63	73.7	0.10	7.37	14.1	0.10	1.41	30.8	0.10	3.08	8.3	0.10	0.83	32.1	0.10	3.21
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00
FINAL AVAIL. FACTOR			55.2			44.9			37.2			29.7			1.7			6.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.90	2.12	0.5	0.90	0.49	15.2	0.90	13.72	8.2	0.90	7.37						
Unemployment	3.2	0.10	0.32	10.3	0.10	1.03	0.6	0.10	0.06	0.6	0.10	0.06						
Promotable Pool	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00	0.0	0.00	0.00						
FINAL AVAIL. FACTOR			2.4			1.5			13.8			7.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	90% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018- Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations	10% 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 outside the category.

**UNIVERSITY OF CONNECTICUT HEALTH
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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 HNPIIM	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 HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 29.90	156	41	115	22	48	13	50	5	16	1	1
PERCENTAGE	100.0	26.3	73.7	14.1	30.8	8.3	32.1	3.2	10.3	0.6	0.6

**UNIVERSITY OF CONNECTICUT HEALTH
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MAY 31, 2018

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	0.90	18.83	79.1	0.90	71.17	16.0	0.90	14.37	61.6	0.90	55.45	1.3	0.90	1.18	7.2	0.90	6.44
Unemployment	17.6	0.10	1.76	82.4	0.10	8.24	8.7	0.10	0.87	43.2	0.10	4.32	5.1	0.10	0.51	22.0	0.10	2.20
FINAL AVAIL. FACTOR			20.6			79.4			15.2			59.8			1.7			8.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.90	1.18	3.5	0.90	3.11	2.3	0.90	2.10	6.9	0.90	6.18						
Unemployment	2.9	0.10	0.29	15.4	0.10	1.54	0.9	0.10	0.09	1.8	0.10	0.18						
FINAL AVAIL. FACTOR			1.5			4.7			2.2			6.4						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Clinical Lab Technologists & Technicians											90% Recruitment is on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 29.20 Health Technologists & Technicians											10% Positions are filled by unemployed jobseekers.						

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

MAY 31, 2018

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 HNPIM	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	7.2	1.3	3.5	2.3	6.9

	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 2018											
SOC Code 29.20	1113	196	917	97	481	57	245	32	171	10	20
PERCENTAGE	100.0	17.6	82.4	8.7	43.2	5.1	22.0	2.9	15.4	0.9	1.8

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

MAY 31, 2018

**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	22.96	49.0	0.45	22.04	45.8	0.45	20.61	41.1	0.45	18.47	2.3	0.45	1.05	3.5	0.45	1.55
Unemployment	46.2	0.20	9.24	53.8	0.20	10.76	33.1	0.20	6.61	34.0	0.20	6.80	5.5	0.20	1.10	9.8	0.20	1.95
Promotable Pool	6.1	0.35	2.12	93.9	0.35	32.88	3.0	0.35	1.06	69.7	0.35	24.39	0.0	0.35	0.00	12.1	0.35	4.24
FINAL AVAIL. FACTOR			34.3			65.7			28.3			49.7			2.2			7.8

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	0.54	1.7	0.45	0.74	1.7	0.45	0.75	2.8	0.45	1.28						
Unemployment	3.7	0.20	0.75	6.2	0.20	1.23	3.9	0.20	0.78	3.9	0.20	0.78						
Promotable Pool	0.0	0.35	0.00	10.6	0.35	3.71	3.0	0.35	1.06	1.5	0.35	0.53						
FINAL AVAIL. FACTOR			1.3			5.7			2.6			2.6						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 2018- Statewide SOC Code 13.20 Financial Specialists	20% Recruitment is from the jobseekers unemployed.
Promotion/Transfer	Promotions filled from positions within the university, in the Patient Services Representative classification.	35% Positions are filled by promotion or transfer into this category from the Patient Services Rep. classification.

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

MAY 31, 2018

Lead Patient Services Rep.	2	0	2	0	2	0	0	0	0	0	0
Patient Services Rep.	64	4	60	2	44	0	8	0	7	2	1
TOTAL	66	4	62	2	46	0	8	0	7	2	1
PERCENTAGE	100.0	6.1	93.9	3.0	69.7	0.0	12.1	0.0	10.6	3.0	1.5

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

MAY 31, 2018

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	0.50	18.00	64.0	0.50	32.00	31.5	0.50	15.76	55.1	0.50	27.55	1.5	0.50	0.74	4.6	0.50	2.29
Unemployment	28.6	0.10	2.86	71.4	0.10	7.14	20.2	0.10	2.02	45.5	0.10	4.55	5.2	0.10	0.52	14.8	0.10	1.48
Promotable Pool	6.3	0.40	2.52	93.7	0.40	37.48	5.0	0.40	2.01	77.4	0.40	30.94	0.0	0.40	0.00	6.3	0.40	2.52
FINAL AVAIL. FACTOR			23.4			76.6			19.8			63.1			1.3			6.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.50	0.61	2.5	0.50	1.27	1.8	0.50	0.89	1.8	0.50	0.89						
Unemployment	2.5	0.10	0.25	7.9	0.10	0.79	0.7	0.10	0.07	3.2	0.10	0.32						
Promotable Pool	0.0	0.40	0.00	7.6	0.40	3.02	1.3	0.40	0.50	2.5	0.40	1.01						
FINAL AVAIL. FACTOR			0.9			5.1			1.5			2.2						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 2018 - Statewide SOC Code 25.30 Other Teachers & Instructors SOC Code 25.40 Librarians, Curators, & Archivists											10% 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**

MAY 31, 2018

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 2018											
SOC Code 25.30	510	142	368	102	231	25	80	12	40	3	17
SOC Code 25.40	50	18	32	11	24	4	3	2	4	1	1
TOTAL	560	160	400	113	255	29	83	14	44	4	18
PERCENTAGE	100.0	28.6	71.4	20.2	45.5	5.2	14.8	2.5	7.9	0.7	3.2

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

MAY 31, 2018

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.	81	4	77	4	68	0	2	0	5	0	2
Human Resources Assoc.	12	2	10	2	9	0	0	0	0	0	1
Lead Patient Services Rep.	2	0	2	0	2	0	0	0	0	0	0
Patient Services Rep.	64	4	60	2	44	0	8	0	7	2	1
TOTAL	159	10	149	8	123	0	10	0	12	2	4
PERCENTAGE	100.0	6.3	93.7	5.0	77.4	0.0	6.3	0.0	7.6	1.3	2.5

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

MAY 31, 2018

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	25.8	0.10	2.6	74.2	0.10	7.4	9.9	0.10	1.0	41.7	0.10	4.2	7.3	0.10	0.7	15.2	0.10	1.5
Promotable Pool	2.8	0.60	1.7	97.2	0.60	58.3	0.0	0.60	0.0	83.3	0.60	50.0	0.0	0.60	0.0	0.0	0.60	0.0
FINAL AVAIL. FACTOR			13.6			86.4			8.5			71.9			1.4			2.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.30	0.8	3.6	0.30	1.1	1.2	0.30	0.4	1.4	0.30	0.4						
Unemployment	7.3	0.10	0.7	15.9	0.10	1.6	1.3	0.10	0.1	1.3	0.10	0.1						
Promotable Pool	2.8	0.60	1.7	8.3	0.60	5.0	0.0	0.60	0.0	5.6	0.60	3.3						
FINAL AVAIL. FACTOR			3.2			7.7			0.5			3.9						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 2018 - Statewide SOC Code 43.10 Supervisors of Office & Administrative Support Workers	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university, typically employees in Administrative Program Assistant 2 classification.	60% The employees from the Administrative Program Asst 2 classification are eligible for promotion or transfer.

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

MAY 31, 2018

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 2018											
SOC Code 43.10	151	39	112	15	63	11	23	11	24	2	2
PERCENTAGE	100.0	25.8	74.2	9.9	41.7	7.3	15.2	7.3	15.9	1.3	1.3

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Asst. 2	36	1	35	0	30	0	0	1	3	0	2
TOTAL	36	1	35	0	30	0	0	1	3	0	2
PERCENTAGE	100.0	2.8	97.2	0.0	83.3	0.0	0.0	2.8	8.3	0.0	5.6

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

MAY 31, 2018

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	0.90	19.88	77.9	0.90	70.12	14.0	0.90	12.63	53.8	0.90	48.38	4.8	0.90	4.28	13.9	0.90	12.51
Unemployment	29.5	0.10	2.95	70.5	0.10	7.05	10.1	0.10	1.01	27.3	0.10	2.73	13.9	0.10	1.39	27.3	0.10	2.73
FINAL AVAIL. FACTOR			22.8			77.2			13.6			51.1			5.7			15.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.8	0.90	2.52	8.9	0.90	7.97	0.5	0.90	0.45	1.4	0.90	1.27						
Unemployment	5.0	0.10	0.50	14.9	0.10	1.49	0.6	0.10	0.06	1.0	0.10	0.10						
FINAL AVAIL. FACTOR			3.0			9.5			0.5			1.4						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Social Workers (211020)	90% Recruitment is done from a state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 21.10 Counselors, Social Workers, Other Community & Social Services Workers	10% Positions are filled by unemployed jobseekers.

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

MAY 31, 2018

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT CENSUS 2000											
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 2018											
SOC Code 21.10	1372	405	967	138	375	190	375	69	204	8	13
PERCENTAGE	100.0	29.5	70.5	10.1	27.3	13.9	27.3	5.0	14.9	0.6	1.0

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

MAY 31, 2018

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	40.07	33.2	0.60	19.93	56.4	0.60	33.86	26.5	0.60	15.92	2.0	0.60	1.21	2.6	0.60	1.58
Unemployment	74.3	0.10	7.43	25.7	0.10	2.57	49.3	0.10	4.93	15.9	0.10	1.59	9.9	0.10	0.99	4.7	0.10	0.47
Promotable Pool	67.7	0.30	20.32	32.3	0.30	9.68	41.9	0.30	12.58	29.0	0.30	8.71	9.7	0.30	2.90	3.2	0.30	0.97
FINAL AVAIL. FACTOR			67.8			32.2			51.4			26.2			5.1			3.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.60	1.53	1.4	0.60	0.81	5.8	0.60	3.47	2.7	0.60	1.62						
Unemployment	9.4	0.10	0.94	2.4	0.10	0.24	5.7	0.10	0.57	2.7	0.10	0.27						
Promotable Pool	9.7	0.30	2.90	0.0	0.30	0.00	6.5	0.30	1.94	0.0	0.30	0.00						
FINAL AVAIL. FACTOR			5.4			1.1			6.0			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 2018 - 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**

MAY 31, 2018

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
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 2018											
SOC Code 15.10	1815	1349	466	895	288	180	85	170	44	104	49
PERCENTAGE	100.0	74.3	25.7	49.3	15.9	9.9	4.7	9.4	2.4	5.7	2.7

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

MAY 31, 2018

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 HNPIIM	AAIAN HNPIF
Academic Computing Specialist 2	1	1	0	0	0	0	0	1	0	0	0
Administrative & Clinical Systems Coordinator	1	0	1	0	1	0	0	0	0	0	0
Desktop Technician 1	6	5	1	1	0	1	1	2	0	1	0
Desktop Technician 2	14	12	2	10	2	1	0	0	0	1	0
Multimedical Specialist 2	2	1	1	1	1	0	0	0	0	0	0
Network Telecom. Specialist	1	1	0	1	0	0	0	0	0	0	0
Systems Coordinator	5	1	4	0	4	1	0	0	0	0	0
Visual Media Designer	1	0	1	0	1	0	0	0	0	0	0
TOTAL	31	21	10	13	9	3	1	3	0	2	0
PERCENTAGE	100.0	67.7	32.3	41.9	29.0	9.7	3.2	9.7	0.0	6.5	0.0

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

MAY 31, 2018

**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	0.70	34.54	50.7	0.70	35.46	43.8	0.70	30.66	37.7	0.70	26.41	4.3	0.70	3.04	7.8	0.70	5.46
Unemployment	26.3	0.20	5.26	73.7	0.20	14.74	14.1	0.20	2.82	30.8	0.20	6.15	8.3	0.20	1.67	32.1	0.20	6.41
Promotable Pool	14.0	0.10	1.40	86.0	0.10	8.60	9.7	0.10	0.97	66.7	0.10	6.67	2.2	0.10	0.22	5.4	0.10	0.54
FINAL AVAIL. FACTOR			41.2			58.8			34.4			39.2			4.9			12.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.70	0.85	1.7	0.70	1.21	0.0	0.70	0.00	3.4	0.70	2.37						
Unemployment	3.2	0.20	0.64	10.3	0.20	2.05	0.6	0.20	0.13	0.6	0.20	0.13						
Promotable Pool	0.0	0.10	0.00	5.4	0.10	0.54	2.2	0.10	0.22	8.6	0.10	0.86						
FINAL AVAIL. FACTOR			1.5			3.8			0.3			3.4						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Other Healthcare Practitioners & Technical Occupatons. (299000)											70% Applicant Pool is recruited on the state level.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations											20% Positions are filled by unemployed jobseekers.						
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.											10% Positions are filled from promotions or transfers from the Staff Nurse classifications.						

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

MAY 31, 2018

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 2018											
SOC Code 29.90	156	41	115	22	48	13	50	5	16	1	1
PERCENTAGE	100.0	26.3	73.7	14.1	30.8	8.3	32.1	3.2	10.3	0.6	0.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Promotional Pool											
Staff Nurse	93	13	80	9	62	2	5	0	5	2	8
Total	93	13	80	9	62	2	5	0	5	2	8
PERCENTAGE	100.0	14.0	86.0	9.7	66.7	2.2	5.4	0.0	5.4	2.2	8.6

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

MAY 31, 2018

**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	0.25	3.86	84.6	0.25	21.14	11.0	0.25	2.74	64.4	0.25	16.10	1.9	0.25	0.48	10.7	0.25	2.68
Unemployment	18.1	0.05	0.91	81.9	0.05	4.09	7.4	0.05	0.37	33.7	0.05	1.68	6.4	0.05	0.32	28.9	0.05	1.44
Promotable Pool	5.6	0.70	3.89	94.4	0.70	66.11	0.0	0.70	0.00	61.1	0.70	42.78	0.0	0.70	0.00	11.1	0.70	7.78
FINAL AVAIL. FACTOR			8.7			91.3			3.1			60.6			0.8			11.9
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	0.42	6.4	0.25	1.60	0.9	0.25	0.22	3.1	0.25	0.77						
Unemployment	3.4	0.05	0.17	17.1	0.05	0.86	1.0	0.05	0.05	2.2	0.05	0.11						
Promotable Pool	0.0	0.70	0.00	11.1	0.70	7.78	5.6	0.70	3.89	11.1	0.70	7.78						
FINAL AVAIL. FACTOR			0.6			10.2			4.2			8.7						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Office Clerks, General (439061)											25% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - 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.											70% Positions are filled by employees in the Clerk Typist classifications.						

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

MAY 31, 2018

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 2018											
SOC Code 43.90	502	91	411	37	169	32	145	17	86	5	11
PERCENTAGE	100.0	18.1	81.9	7.4	33.7	6.4	28.9	3.4	17.1	1.0	2.2

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clerk Typist	18	1	17	0	11	0	2	0	2	1	2
Total	18	1	17	0	11	0	2	0	2	1	2
PERCENTAGE	100.0	5.56	94.4	0.0	61.1	0.0	11.1	0.0	11.1	5.6	11.1

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

MAY 31, 2018

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	0.55	19.78	64.0	0.55	35.22	28.9	0.55	15.92	44.7	0.55	24.61	5.3	0.55	2.89	13.2	0.55	7.24
Unemployment	17.1	0.10	1.71	82.9	0.10	8.29	6.8	0.10	0.68	47.0	0.10	4.70	6.4	0.10	0.64	20.5	0.10	2.05
Promotable Pool	1.7	0.35	0.59	98.3	0.35	34.41	0.8	0.35	0.30	60.2	0.35	21.06	0.0	0.35	0.00	15.3	0.35	5.34
FINAL AVAIL. FACTOR			22.1			77.9			16.9			50.4			3.5			14.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.55	0.00	6.1	0.55	3.38	1.8	0.55	0.96	0.0	0.55	0.00						
Unemployment	2.1	0.10	0.21	13.2	0.10	1.32	1.7	0.10	0.17	2.1	0.10	0.21						
Promotable Pool	0.8	0.35	0.30	20.3	0.35	7.12	0.0	0.35	0.00	2.5	0.35	0.89						
FINAL AVAIL. FACTOR			0.5			11.8			1.1			1.1						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)											55% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018- 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.											35% Positions are filled by employees in the Clinic Office Assistant Classifications.						

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

MAY 31, 2018

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 HNPIIM	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 HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 43.30	234	40	194	16	110	15	48	5	31	4	5
PERCENTAGE	100.0	17.1	82.9	6.8	47.0	6.4	20.5	2.1	13.2	1.7	2.1

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Clinic Office Assistant	118	2	116	1	71	0	18	1	24	0	3
TOTAL	118	2	116	1	71	0	18	1	24	0	3
PERCENTAGE	100.0	1.7	98.3	0.8	60.2	0.0	15.3	0.8	20.3	0.0	2.5

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

MAY 31, 2018

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	0.80	28.77	64.0	0.80	51.23	28.9	0.80	23.16	44.7	0.80	35.79	5.3	0.80	4.21	13.2	0.80	10.53
Unemployment	18.1	0.20	3.63	81.9	0.20	16.37	7.4	0.20	1.47	33.7	0.20	6.73	6.4	0.20	1.27	28.9	0.20	5.78
FINAL AVAIL. FACTOR			32.4			67.6			24.6			42.5			5.5			16.3
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.80	0.00	6.1	0.80	4.91	1.8	0.80	1.40	0.0	0.80	0.00						
Unemployment	3.4	0.20	0.68	17.1	0.20	3.43	1.0	0.20	0.20	2.2	0.20	0.44						
FINAL AVAIL. FACTOR			0.7			8.3			1.6			0.4						100.0
FACTOR	SOURCE OF STATISTIC											REASON FOR WEIGHTING THE FACTOR						
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)											80% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers											20% Lower value weight from unemployed pool of candidates.						

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

MAY 31, 2018

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 2018											
SOC Code 43.90	502	91	411	37	169	32	145	17	86	5	11
PERCENTAGE	100.0	18.1	81.9	7.4	33.7	6.4	28.9	3.4	17.1	1.0	2.2

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

MAY 31, 2018

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	0.65	8.20	87.4	0.65	56.80	9.1	0.65	5.92	68.6	0.65	44.58	1.8	0.65	1.18	11.0	0.65	7.14
Unemployment	16.6	0.10	1.66	83.4	0.10	8.34	7.6	0.10	0.76	31.7	0.10	3.17	5.2	0.10	0.52	30.7	0.10	3.07
Promotable Pool	9.5	0.25	2.38	90.5	0.25	22.62	4.8	0.25	1.19	61.9	0.25	15.48	2.4	0.25	0.60	7.1	0.25	1.79
FINAL AVAIL. FACTOR			12.2			87.8			7.9			63.2			2.3			12.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.65	0.79	6.0	0.65	3.93	0.5	0.65	0.30	1.8	0.65	1.16						
Unemployment	3.5	0.10	0.35	19.7	0.10	1.97	0.3	0.10	0.03	1.3	0.10	0.13						
Promotable Pool	2.4	0.25	0.60	19.0	0.25	4.76	0.0	0.25	0.00	2.4	0.25	0.60						
FINAL AVAIL. FACTOR			1.7			10.7			0.3			1.9						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 2018 - 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.											25% Positions are filled by employees in the Office Assistant classifications.						

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

MAY 31, 2018

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000										AAIANH	AAIAN
Hartford MSA	T	TM	TF	WM	WF	BM	BF	HM	HF	NPIM	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	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 43.40	1142	239	903	109	284	78	384	47	222	5	13
SOC Code 43.60	379	14	365	7	198	1	83	6	77	0	7
TOTAL	1521	253	1268	116	482	79	467	53	299	5	20
PERCENTAGE	100.0	16.6	83.4	7.6	31.7	5.2	30.7	3.5	19.7	0.3	1.3

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Office Assistant	42	4	38	2	26	1	3	1	8	0	1
TOTAL	42	4	38	2	26	1	3	1	8	0	1
PERCENTAGE	100.0	9.5	90.5	4.8	61.9	2.4	7.1	2.4	19.0	0.0	2.4

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

MAY 31, 2018

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	0.65	2.27	96.5	0.65	62.73	2.7	0.65	1.77	79.1	0.65	51.40	0.4	0.65	0.25	10.3	0.65	6.70
Unemployment	3.7	0.15	0.55	96.3	0.15	14.45	1.8	0.15	0.28	52.2	0.15	7.84	0.3	0.15	0.04	21.9	0.15	3.28
Promotable Pool	11.9	0.20	2.39	88.1	0.20	17.61	7.5	0.20	1.49	58.2	0.20	11.64	1.5	0.20	0.30	10.4	0.20	2.09
FINAL AVAIL. FACTOR			5.2			94.8			3.5			70.9			0.6			12.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.65	0.17	5.4	0.65	3.52	0.1	0.65	0.07	1.7	0.65	1.11						
Unemployment	1.6	0.15	0.24	20.3	0.15	3.05	0.0	0.15	0.00	1.8	0.15	0.28						
Promotable Pool	3.0	0.20	0.60	14.9	0.20	2.99	0.0	0.20	0.00	4.5	0.20	0.90						
FINAL AVAIL. FACTOR			1.0			9.6			0.1			2.3						100.0
FACTOR	SOURCE OF STATISTIC												REASON FOR WEIGHTING THE FACTOR					
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)												65% Hiring done from the employed pool of candidates.					
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants												15% 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**

MAY 31, 2018

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 2018											
SOC Code 43.60	379	14	365	7	198	1	83	6	77	0	7
PERCENTAGE	100.00	3.7	96.3	1.8	52.2	0.3	21.9	1.6	20.3	0.0	1.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Promotional Pool											
Clerk	25	4	21	3	13	0	4	1	2	0	2
Office Assistant	42	4	38	2	26	1	3	1	8	0	1
TOTAL	67	8	59	5	39	1	7	2	10	0	3
PERCENTAGE	100.00	11.94	88.1	7.5	58.2	1.5	10.4	3.0	14.9	0.0	4.5

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

MAY 31, 2018

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	0.60	2.09	96.5	0.60	57.91	2.7	0.60	1.64	79.1	0.60	47.45	0.4	0.60	0.23	10.3	0.60	6.19
Unemployment	3.7	0.10	0.37	96.3	0.10	9.63	1.8	0.10	0.18	52.2	0.10	5.22	0.3	0.10	0.03	21.9	0.10	2.19
Promotable Pool	21.4	0.30	6.43	78.6	0.30	23.57	14.3	0.30	4.29	57.1	0.30	17.14	0.0	0.30	0.00	14.3	0.30	4.29
FINAL AVAIL. FACTOR			8.9			91.1			6.1			69.8			0.3			12.7
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	0.16	5.4	0.60	3.25	0.1	0.60	0.07	1.7	0.60	1.02						
Unemployment	1.6	0.10	0.16	20.3	0.10	2.03	0.0	0.10	0.00	1.8	0.10	0.18						
Promotable Pool	7.1	0.30	2.14	7.1	0.30	2.14	0.0	0.30	0.00	0.0	0.30	0.00						
FINAL AVAIL. FACTOR			2.5			7.4			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)											60% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants											10% 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**

MAY 31, 2018

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 HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 43.60	379	14	365	7	198	1	83	6	77	0	7
PERCENTAGE	100.0	3.7	96.3	1.8	52.2	0.3	21.9	1.6	20.3	0.0	1.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Promotional Pool											
Admin. Program Asst. 1	14	3	11	2	8	0	2	1	1	0	0
TOTAL	14	3	11	2	8	0	2	1	1	0	0
PERCENTAGE	100.0	21.4	78.6	14.3	57.1	0.0	14.3	7.1	7.1	0.0	0.0

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

MAY 31, 2018

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	0.40	2.18	94.5	0.40	37.82	2.9	0.40	1.18	78.7	0.40	31.47	1.5	0.40	0.62	8.0	0.40	3.18
Unemployment	20.9	0.10	2.09	79.1	0.10	7.91	9.5	0.10	0.95	24.9	0.10	2.49	6.8	0.10	0.68	33.6	0.10	3.36
Promotable Pool	8.3	0.50	4.17	91.7	0.50	45.83	5.8	0.50	2.92	55.0	0.50	27.50	0.8	0.50	0.42	13.3	0.50	6.67
FINAL AVAIL. FACTOR			8.4			91.6			5.0			61.5			1.7			13.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.7	0.40	0.28	7.0	0.40	2.80	0.3	0.40	0.11	0.9	0.40	0.37						
Unemployment	4.1	0.10	0.41	19.4	0.10	1.94	0.4	0.10	0.04	1.1	0.10	0.11						
Promotable Pool	1.7	0.50	0.83	20.0	0.50	10.00	0.0	0.50	0.00	3.3	0.50	1.67						
FINAL AVAIL. FACTOR			1.5			14.7			0.2			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)											40% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - 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.											50% Positions are filled by employees in the Clerk and Office Assistant classification.						

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

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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 HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 43.40	1142	239	903	109	284	78	384	47	222	5	13
PERCENTAGE	100.0	20.93	79.1	9.5	24.9	6.8	33.6	4.1	19.4	0.4	1.1

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clerk	25	4	21	3	13	0	4	1	2	0	2
Office Assistant	42	4	38	2	26	1	3	1	8	0	1
Telecommunication Operator	53	2	51	2	27	0	9	0	14	0	1
TOTAL	120	10	110	7	66	1	16	2	24	0	4
PERCENTAGE	100.0	8.3	91.7	5.8	55.0	0.8	13.3	1.7	20.0	0.0	3.3

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.90	13.77	84.7	0.90	76.23	8.1	0.90	7.27	66.9	0.90	60.25	4.5	0.90	4.04	9.6	0.90	8.66
Unemployment	11.3	0.10	1.13	88.7	0.10	8.87	3.9	0.10	0.39	34.9	0.10	3.49	4.6	0.10	0.46	26.7	0.10	2.67
FINAL AVAIL. FACTOR			14.9			85.1			7.7			63.7			4.5			11.3
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	1.29	5.7	0.90	5.17	1.3	0.90	1.17	2.4	0.90	2.15						
Unemployment	2.7	0.10	0.27	25.5	0.10	2.55	0.1	0.10	0.01	1.6	0.10	0.16						
FINAL AVAIL. FACTOR			1.6			7.7			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 2018 - Statewide SOC Code 31.90 Other Healthcare Support Occupations											10% 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: 5A. CLINICAL & PARAPROFESSIONAL

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.0	11.3	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

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

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**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	0.85	13.01	84.7	0.85	71.99	8.1	0.85	6.86	66.9	0.85	56.90	4.5	0.85	3.81	9.6	0.85	8.18
Unemployment	11.3	0.05	0.57	88.7	0.05	4.43	3.9	0.05	0.20	34.9	0.05	1.75	4.6	0.05	0.23	26.7	0.05	1.33
Promotable Pool	30.8	0.10	3.08	69.2	0.10	6.92	7.7	0.10	0.77	46.2	0.10	4.62	23.1	0.10	2.31	7.7	0.10	0.77
FINAL AVAIL. FACTOR			16.6			83.4			7.8			63.3			6.4			10.3

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	1.22	5.7	0.85	4.88	1.3	0.85	1.11	2.4	0.85	2.03						
Unemployment	2.7	0.05	0.13	25.5	0.05	1.27	0.1	0.05	0.01	1.6	0.05	0.08						
Promotable Pool	0.0	0.10	0.00	15.4	0.10	1.54	0.0	0.10	0.00	0.0	0.10	0.00						
FINAL AVAIL. FACTOR			1.4			7.7			1.1			2.1						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 2015 - 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.	10% Positions are filled by the Nurse Aide classification.

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

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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 2015											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.00	11.31	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Nurse Aide	13	4	9	1	6	3	1	0	2	0	0
TOTAL	13	4	9	1	6	3	1	0	2	0	0
PERCENTAGE	100.0	30.8	69.2	7.7	46.2	23.1	7.7	0.0	15.4	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
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**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	0.80	10.60	86.8	0.80	69.40	11.3	0.80	9.01	60.3	0.80	48.21	0.0	0.80	0.00	9.9	0.80	7.95
Unemployment	11.3	0.10	1.13	88.7	0.10	8.87	3.9	0.10	0.39	34.9	0.10	3.49	4.6	0.10	0.46	26.7	0.10	2.67
Promotable Pool	6.4	0.10	0.64	93.6	0.10	9.36	2.6	0.10	0.26	57.7	0.10	5.77	1.3	0.10	0.13	14.1	0.10	1.41
FINAL AVAIL. FACTOR			12.4			87.6			9.7			57.5			0.6			12.0

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.80	0.00	15.2	0.80	12.16	2.0	0.80	1.60	1.3	0.80	1.04						
Unemployment	2.7	0.10	0.27	25.5	0.10	2.55	0.1	0.10	0.01	1.6	0.10	0.16						
Promotable Pool	1.9	0.10	0.19	19.9	0.10	1.99	0.6	0.10	0.06	1.9	0.10	0.19						
FINAL AVAIL. FACTOR			0.5			16.7			1.7			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)	80% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018- Statewide SOC Code 31.90 Other Healthcare Support Occupations	10% 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**

MAY 31, 2018

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 HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.0	11.3	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Medical Assistant	135	8	127	3	76	2	20	2	29	1	2
Medical Records Clerk	21	2	19	1	14	0	2	1	2	0	1
TOTAL	156	10	146	4	90	2	22	3	31	1	3
PERCENTAGE	100.0	6.4	93.6	2.6	57.7	1.3	14.1	1.9	19.9	0.6	1.9

**UNIVERSITY OF CONNECTICUT HEALTH
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MAY 31, 2018

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	0.80	9.97	87.5	0.80	70.03	7.1	0.80	5.66	53.2	0.80	42.58	3.2	0.80	2.52	21.4	0.80	17.10
Unemployment	11.3	0.10	1.13	88.7	0.10	8.87	3.9	0.10	0.39	34.9	0.10	3.49	4.6	0.10	0.46	26.7	0.10	2.67
Promotable Pool	1.7	0.10	0.17	98.3	0.10	9.83	0.8	0.10	0.08	60.2	0.10	6.02	0.0	0.10	0.00	15.3	0.10	1.53
FINAL AVAIL. FACTOR			11.3			88.7			6.1			52.1			3.0			21.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.80	0.92	8.9	0.80	7.12	1.1	0.80	0.86	4.0	0.80	3.23						
Unemployment	2.7	0.10	0.27	25.5	0.10	2.55	0.1	0.10	0.01	1.6	0.10	0.16						
Promotable Pool	0.8	0.10	0.08	20.3	0.10	2.03	0.0	0.10	0.00	2.5	0.10	0.25						
FINAL AVAIL. FACTOR			1.3			11.7			0.9			3.6						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Healthcare Support Occupations (310001)	80% 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 2018 - 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.	10% Positions are filled by employees in the Clinic Office Assistant classification.

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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 2018											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.0	11.3	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Promotional Pool											
Clinic Office Assistant	118	2	116	1	71	0	18	1	24	0	3
TOTAL	118	2	116	1	71	0	18	1	24	0	3
PERCENTAGE	100.0	1.7	98.3	0.8	60.2	0.0	15.3	0.8	20.3	0.0	2.5

**UNIVERSITY OF CONNECTICUT HEALTH
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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	16.9	0.15	2.5	83.1	0.15	12.5	8.8	0.15	1.3	48.2	0.15	7.2	3.8	0.15	0.6	18.8	0.15	2.8
Promotable Pool	4.9	0.25	1.2	95.1	0.25	23.8	4.9	0.25	1.2	84.0	0.25	21.0	0.0	0.25	0.0	2.5	0.25	0.6
FINAL AVAIL. FACTOR			36.3			63.7			29.6			51.3			2.2			5.7
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	3.6	0.15	0.5	14.3	0.15	2.1	0.7	0.15	0.1	1.9	0.15	0.3						
Promotable Pool	0.0	0.25	0.0	6.2	0.25	1.5	0.0	0.25	0.0	2.5	0.25	0.6						
FINAL AVAIL. FACTOR			2.0			5.1			2.4			1.6						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 2018 - Statewide SOC Code 15.90 Other Computer and Mathematical Occupations SOC Code 43.90 Other Office and Administrative Support Workers											15% Value weight from unemployed pool of candidates.						
Promotion/Transfer	Employees in the Administrative Program Coordinator classification could be promoted into this category.											25% Positions are filled by employees in the Administrative Program Coordinator classification.						

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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 2018											
SOC Code 15.90	1	1	0	0	0	0	0	0	0	1	0
SOC Code 43.90	1809	304	1505	159	872	68	341	65	258	12	34
TOTAL	1810	305	1505	159	872	68	341	65	258	13	34
PERCENTAGE	100.0	16.9	83.1	8.8	48.2	3.8	18.8	3.6	14.3	0.7	1.9

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Admin. Program Coord.	81	4	77	4	68	0	2	0	5	0	2
TOTAL	81	4	77	4	68	0	2	0	5	0	2
PERCENTAGE	100.0	4.9	95.1	4.9	84.0	0.0	2.5	0.0	6.2	0.0	2.5

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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	0.70	1.00	98.6	0.70	69.00	0.6	0.70	0.44	84.0	0.70	58.83	0.0	0.70	0.00	4.1	0.70	2.88
Unemployment	11.3	0.30	3.39	88.7	0.30	26.61	3.9	0.30	1.17	34.9	0.30	10.48	4.6	0.30	1.38	26.7	0.30	8.00
FINAL AVAIL. FACTOR			4.4			95.6			1.6			69.3			1.4			10.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.70	0.55	8.5	0.70	5.97	0.0	0.70	0.00	1.9	0.70	1.33						
Unemployment	2.7	0.30	0.80	25.5	0.30	7.64	0.1	0.30	0.04	1.6	0.30	0.49						
FINAL AVAIL. FACTOR			1.3			13.6			0.0			1.8						100.0

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Dental Assistants (319091)	70% Hiring done from the employed pool of candidates.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018 - Statewide SOC Code 31.90 Other Healthcare Support Occupations	30% Value weight from unemployed pool of candidates.

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

MAY 31, 2018

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 2018											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.0	11.3	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

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

MAY 31, 2018

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	0.95	5.79	93.9	0.95	89.21	4.5	0.95	4.32	70.4	0.95	66.92	0.5	0.95	0.52	17.6	0.95	16.75
Unemployment	11.3	0.05	0.57	88.7	0.05	4.43	3.9	0.05	0.20	34.9	0.05	1.75	4.6	0.05	0.23	26.7	0.05	1.33
FINAL AVAIL. FACTOR			6.4			93.6			4.5			68.7			0.8			18.1

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.95	0.74	3.1	0.95	2.98	0.2	0.95	0.21	2.7	0.95	2.56						
Unemployment	2.7	0.05	0.13	25.5	0.05	1.27	0.1	0.05	0.01	1.6	0.05	0.08						
FINAL AVAIL. FACTOR			0.9			4.3			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)	95% Recruitment is done on a state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018- Statewide SOC Code 31.90 Other Healthcare Support Occupations	5% Recruitment is filled from the unemployed jobseekers.

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

MAY 31, 2018

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 2018											
SOC Code 31.90	1583	179	1404	62	553	73	422	42	403	2	26
PERCENTAGE	100.0	11.3	88.7	3.9	34.9	4.6	26.7	2.7	25.5	0.1	1.6

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

MAY 31, 2018

**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	0.70	68.49	2.2	0.70	1.51	81.7	0.70	57.22	1.7	0.70	1.20	5.8	0.70	4.08	0.2	0.70	0.11
Unemployment	97.4	0.10	9.74	2.6	0.10	0.26	52.3	0.10	5.23	0.5	0.10	0.05	21.9	0.10	2.19	1.0	0.10	0.10
Promotable Pool	32.6	0.20	6.51	67.4	0.20	13.49	11.6	0.20	2.33	48.8	0.20	9.77	7.0	0.20	1.40	4.7	0.20	0.93
FINAL AVAIL. FACTOR			84.7			15.3			64.8			11.0			7.7			1.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.3	0.70	5.12	0.1	0.70	0.08	2.9	0.70	2.06	0.2	0.70	0.11						
Unemployment	22.6	0.10	2.26	1.1	0.10	0.11	0.6	0.10	0.06	0.0	0.10	0.00						
Promotable Pool	14.0	0.20	2.79	11.6	0.20	2.33	0.0	0.20	0.00	2.3	0.20	0.47						
FINAL AVAIL. FACTOR			10.2			2.5			2.1			0.6						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 2018 - Hartford SOC Code 47.20 Construction Trades Workers												10% 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**

MAY 31, 2018

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 2018											
SOC Code 47.20	1098	1069	29	574	6	240	11	248	12	7	0
PERCENTAGE	100.0	97.4	2.6	52.3	0.5	21.9	1.0	22.6	1.1	0.6	0.0

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

MAY 31, 2018

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIIM	AAIAN HNPIF
Custodian	35	10	25	3	17	2	2	5	5	0	1
Lead Custodian	2	2	0	1	0	0	0	1	0	0	0
Supervising Custodian	6	2	4	1	4	1	0	0	0	0	0
TOTAL	43	14	29	5	21	3	2	6	5	0	1
PERCENTAGE	100.0	32.56	67.4	11.6	48.8	7.0	4.7	14.0	11.6	0.0	2.3

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

MAY 31, 2018

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	0.80	69.1	13.6	0.80	10.9	58.2	0.80	46.6	7.3	0.80	5.8	16.6	0.80	13.3	2.9	0.80	2.3
Unemployment	61.9	0.20	12.4	38.1	0.20	7.6	17.7	0.20	3.5	12.6	0.20	2.5	26.5	0.20	5.3	12.6	0.20	2.5
FINAL AVAIL. FACTOR			81.5			18.5			50.1			8.3			18.6			4.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	9.3	0.80	7.5	2.5	0.80	2.0	2.3	0.80	1.8	0.9	0.80	0.7						
Unemployment	17.7	0.20	3.5	12.6	0.20	2.5	0.0	0.20	0.0	0.5	0.20	0.1						
FINAL AVAIL. FACTOR			11.0			4.5			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)											80% Hiring done from the employed pool of candidates.						
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018- Hartford SOC Code 33 Protective Service Occupations											20% Lower value weight from unemployed pool of candidates.						

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

MAY 31, 2018

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 2018											
SOC Code 33	215	133	82	38	27	57	27	38	27	0	1
PERCENTAGE	100.00	61.86	38.1	17.7	12.6	26.5	12.6	17.7	12.6	0.0	0.5

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

MAY 31, 2018

**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	56.14	40.9	0.95	38.86	32.9	0.95	31.21	19.8	0.95	18.84	9.2	0.95	8.70	7.9	0.95	7.51
Unemployment	75.9	0.05	3.79	24.1	0.05	1.21	29.5	0.05	1.48	4.9	0.05	0.25	12.6	0.05	0.63	8.0	0.05	0.40
FINAL AVAIL. FACTOR			59.9			40.1			32.7			19.1			9.3			7.9
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	13.87	11.3	0.95	10.71	2.5	0.95	2.36	1.9	0.95	1.80						
Unemployment	33.7	0.05	1.69	10.3	0.05	0.52	0.0	0.05	0.00	0.9	0.05	0.05						
FINAL AVAIL. FACTOR			15.6			11.2			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 2018 - 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**

MAY 31, 2018

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 HNPIIM	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 HNPIIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2018											
SOC Code 37	427	324	103	126	21	54	34	144	44	0	4
PERCENTAGE	100.0	75.9	24.1	29.5	4.9	12.6	8.0	33.7	10.3	0.0	0.9

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

MAY 31, 2018

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	50.76	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	28.4	0.15	4.26	71.6	0.15	10.7	14.1	0.15	2.1	29.4	0.15	4.4	7.9	0.15	1.2	25.0	0.15	3.7
Promotable Pool	28.6	0.15	4.29	71.4	0.15	10.7	8.6	0.15	1.3	48.6	0.15	7.3	5.7	0.15	0.9	5.7	0.15	0.9
FINAL AVAIL. FACTOR			59.3			40.7			40.0			26.4			8.5			5.8

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	5.5	0.15	0.8	15.3	0.15	2.3	0.9	0.15	0.1	1.9	0.15	0.3						
Promotable Pool	14.3	0.15	2.1	14.3	0.15	2.1	0.0	0.15	0.0	2.9	0.15	0.4						
FINAL AVAIL. FACTOR			9.9			6.6			0.8			1.9						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 2015 - 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	15% Lower value weight from unemployed pool of candidates.
Promotion/Transfer	Employees in the Custodian classification could be promoted into this category.	15% Positions are filled by employees in the Custodian classification.

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

MAY 31, 2018

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 2015											
SOC Code 43.90	492	81	411	37	169	32	145	7	86	5	11
SOC Code 47.30	83	78	5	39	2	14	0	25	3	0	0
SOC Code 49.10	6	6	0	6	0	0	0	0	0	0	0
TOTAL	581	165	416	82	171	46	145	32	89	5	11
PERCENTAGE	100.0	28.4	71.6	14.1	29.4	7.9	25.0	5.5	15.3	0.9	1.9

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Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Custodian	35	10	25	3	17	2	2	5	5	0	1
TOTAL	35	10	25	3	17	2	2	5	5	0	1
PERCENTAGE	100.0	28.6	71.4	8.6	48.6	5.7	5.7	14.3	14.3	0.0	2.9

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

Statewide

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
Management Occupations (110001)	175,185	112,949	64.5	62,224	35.5	102,780	58.7	55,135	31.5	3,058	1.7
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	1,600	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	30.6	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
Business & Financial Oper. Occs. (130001)	94,490	46,119	48.8	48,323	51.1	41,415	43.8	40,875	43.3	1,952	2.1
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
Wholesale & Retail Buyers, Exc. Farm Prod. (131022)	2,805	1,223	43.6	1,588	56.6	1,115	39.8	1,390	49.6	40	1.4
Purch. Agts, Exc. Wholesale, Retail, Etc. (131023)	4,015	1,887	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)	12,900	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	1,322	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	49,845	25,401	52.0	23,416	47.9	23,005	47.1	19,300	40.5	1,019	2.1
Accountants & Auditors (132011)	27,365	13,348	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
2000 Census of Population and Housing - Special EEO Tabulation

Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Statewide
Female	%	Male	%	Female	%	Male	%	Female	%	Occupation
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	1.5	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	0.7	0	0.0	20	0.6	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)
265	1.3	260	1.2	215	1.0	389	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	65	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	165	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)
355	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)
250	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	0.5	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	4.8	Compliance Officers, Exc. Agri., Etc. (131041)
0	0.0	10	0.8	0	0.0	4	0.3	20	1.7	Cost Estimators (131051)
860	6.7	160	1.2	430	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	150	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)
165	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)
1,639	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	819	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						
Credit Analysts (132041)	435	200	46.0	234	53.8	205	43.6	200	42.6	10	2.1
Financial Analysts (132051)	1,985	1,393	70.2	584	29.4	160	36.8	165	37.9	10	2.3
Personal Financial Advisors (132052)	6,630	4,405	66.4	2,223	33.5	1,265	63.7	480	24.2	40	2.0
Insurance Underwriters (132053)	3,150	1,259	40.0	1,885	59.8	4,065	61.3	1,910	28.8	90	1.4
Financial Examiners (132061)	145	95	65.5	49	33.8	1,140	36.2	1,635	51.9	40	1.3
Loan Counselors & Officers (132070)	3,430	1,659	48.4	1,770	51.6	80	55.2	35	24.1	0	0.0
Tax Examiners, Collectors, & Rev. Agts (132081)	905	388	42.9	514	56.8	1,530	44.6	1,460	42.6	55	1.6
Tax Preparers (132082)	1,350	660	48.9	690	51.1	340	37.6	425	53.6	30	3.3
Financial Specialists, All Other (132099)	970	405	41.8	565	58.2	625	46.3	620	45.9	15	1.1
PROFESSIONAL & RELATED OCCUPATIONS (150000)	397,070	174,733	44.0	222,120	55.9	365	37.6	425	43.8	25	2.6
Computer & Mathematical Occupations (150001)	49,645	34,013	68.5	15,619	31.5	149,984	37.8	189,264	47.7	7,464	1.9
Computer Specialists (151000)	46,265	31,954	69.2	14,257	30.8	28,070	56.5	12,490	25.2	1,202	2.4
Computer Programmers (151021)	12,235	8,439	69.0	3,787	31.0	26,335	56.9	11,435	24.7	1,188	2.6
Computer Software Engineers (151030)	8,990	6,850	76.2	2,149	23.9	7,080	57.9	2,910	23.8	225	1.8
Computer Support Specialists (151041)	5,020	2,905	57.9	2,110	42.0	5,480	61.0	1,635	18.2	250	2.8
Database Administrators (151061)	1,315	829	63.0	484	36.8	2,435	48.5	1,825	36.4	130	2.6
Network & Computer Syst. Admins. (151071)	2,550	1,919	75.3	629	24.7	715	54.4	365	27.8	30	2.3
Network Sys. & Data Comm. Analysts (151081)	4,265	3,133	73.5	1,133	26.7	1,680	65.9	500	19.6	39	1.5
Computer Scientists & Sys. Analysts (1510XX)	11,890	7,919	66.6	3,959	33.3	2,600	61.0	980	23.0	129	3.0
Mathematical Scientists (152000)	3,380	2,019	59.7	1,362	40.3	6,345	53.4	3,220	27.1	385	3.2
Actuaries (152011)	1,515	1,020	67.3	494	32.6	1,735	51.3	1,055	31.2	14	0.4
Operations Research Analysts (152031)	1,350	774	57.3	574	42.5	900	59.4	350	23.1	10	0.7
Misc. Math Science Occupations (1520XX)	515	225	43.7	294	57.1	660	48.9	450	33.3	4	0.3
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 (172151)	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	939	15.3	4,250	69.3	725	11.8	299	4.9
Surveying & Mapping Technicians (173031)	830	729	87.8	99	11.9	715	85.1	75	9.3	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	60.0	1,505	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	71.5	80	23.3	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)	90	54	60.0	19	23.3	60	75.0	15	18.8	0	0.0
Medical Scientists (191040)	2,405	1,404	58.4	1,003	41.7	645	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	7.5	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	68	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	88	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	95	2.0	10	0.2	368	7.9	38	0.8	Miscellaneous Engineers, Incl. Agric. (172XXX)
15	0.5	364	3.6	58	0.6	363	3.6	74	0.7	Drafters, Engrng. & Mapping Techs. (173000)
130	2.1	45	1.4	10	0.3	43	1.3	14	0.4	Drafters (173010)
0	0.0	315	5.1	44	0.7	320	5.2	40	0.7	Engineering Technicians, Exc. Drafters (173020)
0	0.0	4	0.5	4	0.5	0	0.0	20	2.4	Surveying & Mapping Technicians (173031)
372	1.9	319	1.6	332	1.7	1,386	7.0	956	4.8	Life, Physical, & Social Science Occs. (190001)
89	2.4	68	1.8	24	0.6	444	11.9	278	7.4	Life Scientists (191000)
0	0.0	0	0.0	0	0.0	0	0.0	15	4.5	Agricultural & Food Scientists (191010)
4	0.4	4	0.4	10	1.1	70	7.6	60	6.5	Biological Scientists (191020)
0	0.0	4	5.0	0	0.0	0	0.0	4	5.0	Conservation Scientists & Foresters (191030)
85	3.5	50	2.5	14	0.6	374	15.6	199	8.3	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
Urban & Regional Planners (193051)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Life, Physical, & Soc. Science Techs. (194000)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Agric. & Food Science Technicians (194011)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,155	34.4	94	2.8
Biological Technicians (194021)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Chemical Technicians (194031)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Geological & Petroleum Technicians (194041)	1,110	798	71.9	309	27.8	820	55.9	190	17.1	50	4.5
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Community & Social Services Occs. (210001)	1,850	804	43.5	1,040	56.2	675	36.5	855	46.2	40	2.2
Counselors, Soc. Workers, & Others (211000)	27,980	9,800	35.0	18,176	65.0	7,190	25.7	13,020	46.5	1,574	5.6
Counselors (211010)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,555	50.2	1,329	5.8
Social Workers (211020)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Misc. Comm. & Soc. Serv. Specialists (211090)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Religious Workers (212000)	3,430	1,199	35.0	2,235	65.2	855	24.3	1,340	39.1	245	7.1
Clergy (212011)	4,980	3,328	66.8	1,653	33.2	2,770	55.6	1,465	29.4	245	4.9
Directors, Religious Activities & Educ. (212021)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Religious Workers, All Other (212099)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Legal Occupations (230001)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Lawyers, Judges, & Related Workers (231000)	23,460	12,475	53.2	10,995	46.9	11,725	50.0	9,585	40.9	340	1.4
Lawyers (231011)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Judges, Magistrates, & Other Jud. Wrks (231020)	14,610	10,702	73.3	3,908	26.7	10,170	69.6	3,420	23.4	225	1.5
Legal Support Workers (232000)	965	519	53.8	443	45.9	480	49.7	375	38.9	25	2.6
Paralegals & Legal Assistants (232011)	7,885	1,254	15.9	6,644	84.3	1,075	13.5	5,790	73.4	90	1.1
Miscellaneous Legal Support Workers (232090)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Education, Training, & Library Occs. (250001)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Postsecondary Teachers (251000)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,560	64.7	1,454	1.3
Primary, Sec. & Special Ed. Teachers (252000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Preschool & Kindergarten Teachers (252010)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Elementary & Middle School Teachers (252020)	7,100	219	3.1	6,873	96.8	95	1.3	5,860	82.5	40	0.6
Secondary School Teachers (252030)	42,280	9,095	21.5	33,184	78.5	8,305	19.5	30,420	71.9	410	1.0
Special Education Teachers (252040)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Other Teachers & Instructors (253000)	3,565	495	13.9	3,054	85.9	430	12.1	2,915	81.8	40	1.1
Librarians, Curators, & Archivists (254000)	9,155	2,933	32.0	6,215	67.9	2,530	27.6	5,370	58.7	159	1.7
Archivists, Curators, & Museum Techs. (254010)	5,145	1,068	21.1	4,062	79.0	865	16.8	3,645	70.8	75	1.5
Librarians (254021)	805	309	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Library Technicians (254031)	3,445	474	13.8	2,970	85.2	375	10.9	2,675	77.6	0	0.0
Other Educ., Training, & Library Occs. (255000)	895	305	34.1	593	66.3	235	25.3	535	59.8	40	4.5
Teacher Assistants (255041)	14,645	1,374	9.4	13,260	90.5	945	6.5	10,280	70.2	175	1.2
Other Educ., Training, & Library Wrks (2590XX)	13,865	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Arts, Des., Entert., Sports, & Media Occs. (270001)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Art & Design Workers (271000)	38,310	20,177	52.7	18,059	47.1	18,060	47.2	16,360	42.7	823	2.1
Artists & Related Workers (271010)	15,780	7,238	45.9	8,527	54.0	6,610	41.9	7,870	49.9	210	1.3
	3,360	1,654	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
53	0.6	113	1.7	134	2.1	645	10.0	484	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	3.8	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	54	2.8	95	2.8	185	5.5	83	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 (194041)
85	4.6	14	0.8	50	2.7	75	4.1	50	2.7	Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)
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	430	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	13.8	90	2.6	340	9.9	29	0.8	80	2.3	Misc. Comm. & Soc. Serv. Specialists (211050)
65	1.3	59	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	365	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	54	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	90	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	250	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)	12,429	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)	2,090	1,233	61.7	764	39.2	1,115	55.8	700	35.0	69	3.3
Athletes, Coaches, Umps, & Rel. Wrks (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	29.8	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	1,184	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	90	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	60	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	60	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	68.9	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	3,490	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	500	16.6	2,220	73.8	35	1.2
Emergency Med. Techs & Paramedics (292041)	1,175	932	79.8	335	28.5	800	68.1	325	27.7	10	0.9
Health Diag & Treat. Pract. Supp. Techs. (292050)	3,830	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	399	6.1	5,992	93.9	290	4.5	4,495	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	48.1	584	50.3	505	43.5	435	37.5	50	4.3

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

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

Statewide

Black Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
160	1.3	160	1.4	295	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. Wrks. (272000)
23	6.8	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. Wrks. (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. Wrks. All Other (272099)
183	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	809	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-Rel. 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. (299000)

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

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	3,654	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	3,654	12.4	26,210	87.7	2,050	6.9	13,465	45.0	960	3.2
Occ. & Phys. Therapist Assists & 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)	990	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./Mgns. of Correc. Offrs (331011)	455	314	69.0	135	29.7	215	47.3	95	20.9	65	14.3
First-Line Super./Mgns. 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./Mgns. 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	5,060	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./Mgns. 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	23,825	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	48.6	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	2,159	71.1	700	23.1	1,750	57.7	44	1.4
Waiters & Waitresses (353031)	20,015	4,329	21.6	15,689	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	68.7	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	38.9	454	4.8
Dishwashers (359021)	3,195	2,553	79.9	632	19.9	1,390	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	28.6	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	2,874	79.3	750	20.7	2,235	61.7	445	12.3	255	7.0
First-Line Supr./Mgns. of Housekeeping Etc. (371011)	2,040	1,379	67.6	655	32.1	965	47.3	350	17.2	180	8.8
First-Line Supr./Mgns. of Landscaping, Etc. (371012)	1,585	1,495	94.3	85	5.0	1,270	80.1	95	6.0	75	4.7

for Equal Employment Opportunity and Affirmative Action Planning
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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Statewide
Male	%	Male	%	Female	%	Male	%	Female	%	Occupation
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	506	1.2	3,849	8.9	467	1.1	1,745	4.0	Healthcare Support Occupations (310001)
5,245	27.6	330	1.1	3,075	10.3	354	1.2	1,425	4.8	Nursing, Psych., & Home Health Aides (311000)
5,245	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	0.5	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 (319051)
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./Mgrs., Protective Serv. Wrks (331000)
30	6.5	34	7.5	0	0.0	0	0.0	10	2.2	First-Line Super./Mgrs. of Correc. Offrs (331011)
15	1.0	45	3.1	4	0.3	8	0.6	20	1.4	First-Line Super./Mgrs. of Police & Det. (331012)
0	0.0	10	1.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
4	0.3	95	7.2	25	1.9	34	2.6	14	1.1	Super., Protect. Serv. Wrks, All Other (331099)
0	0.0	314	7.5	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	85	2.4	83	2.3	24	0.7	Bailiffs, Correctional Officers, & Jailers (333010)
50	4.2	65	7.1	19	1.5	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	955	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. Wrks (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	185	1.8	Supervisors, Food Prep. & Serv. Wrks (351000)
70	1.3	360	7.1	0	0.0	389	7.3	92	1.7	Chefs & Head Cooks (351011)
305	6.0	325	5.4	250	4.9	155	3.0	94	1.8	First-Line Super./Mgrs. 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	16.3	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 (359000)
170	5.3	815	25.5	59	1.8	129	4.0	18	0.6	Dishwashers (359021)
35	1.9	4	0.2	130	7.2	24	1.3	60	3.3	Hosts/Hostesses, Rest., Lounges, 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	Bldg & Grounds Cleaning & Maint. Occs. (370001)
115	3.2	345	9.5	155	4.5	35	1.1	25	0.7	Super., Bldg & Grnds Clean & Maint. Wrks (371000)
0	0.0	155	9.5	155	8.1	39	1.9	25	1.2	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	150	9.5	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
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	%
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>	<i>10,940</i>	<i>1,466</i>	<i>13.4</i>	<i>9,457</i>	<i>86.4</i>	<i>710</i>	<i>6.5</i>	<i>5,060</i>	<i>46.3</i>	<i>515</i>	<i>4.7</i>
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>	<i>8,445</i>	<i>6,970</i>	<i>82.5</i>	<i>1,460</i>	<i>17.3</i>	<i>4,905</i>	<i>58.1</i>	<i>860</i>	<i>10.2</i>	<i>1,227</i>	<i>14.5</i>
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., Prctect. Serv. Wrkrs, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	85	21.3
<i>Fire Fighting & Prevention Workers (332000)</i>	<i>735</i>	<i>725</i>	<i>98.6</i>	<i>15</i>	<i>2.0</i>	<i>555</i>	<i>75.5</i>	<i>15</i>	<i>2.0</i>	<i>85</i>	<i>11.6</i>
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
<i>Sec. Guards & Gaming Surv. Officers (339030)</i>	<i>2,620</i>	<i>2,163</i>	<i>82.6</i>	<i>446</i>	<i>17.0</i>	<i>1,145</i>	<i>43.7</i>	<i>230</i>	<i>8.8</i>	<i>649</i>	<i>24.8</i>
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>	<i>19,365</i>	<i>8,887</i>	<i>45.9</i>	<i>10,470</i>	<i>54.1</i>	<i>5,245</i>	<i>27.1</i>	<i>7,675</i>	<i>39.6</i>	<i>1,119</i>	<i>5.8</i>
Supervisors, Food Prep. & Serv. Wrkrs (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
Barenders (353011)	865	384	42.9	514	57.4	305	34.1	500	55.9	15	1.7
Comb Food Prep/Serv., Incl. Fast Food (353021)	975	394	40.4	583	59.8	215	22.1	350	35.9	80	8.2
Counter Attend., Caf�, 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	320	17.1	3,290	61.0	105	1.9
Food Servers, Non-restaurant (353041)	415	194	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>	<i>12,535</i>	<i>8,476</i>	<i>67.6</i>	<i>4,043</i>	<i>32.3</i>	<i>5,190</i>	<i>41.4</i>	<i>2,029</i>	<i>16.2</i>	<i>1,174</i>	<i>9.3</i>
Super., Bldg & Gmnds Clean & Maint. Wrkrs (371000)	890	683	76.7	200	22.5	530	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

**U.S. DEPARTMENT OF LABOR
BUREAU OF OCCUPATIONAL STATISTICS**
for Equal Employment Opportunity and Affirmative Action Planning
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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 Assists & 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 & Det. (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	60	7.7	40	3.8	19	1.8	14	1.3	Baillifs, 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. Wrkers (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	60	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	0.8	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	8.8	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				Blac Non-Hisp Male
		Male	%	Female	%	Male	%	Female	%	
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,758	40.5	3,090	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./Mgrs. of Gaming Workers (391010)	85	59	69.4	25	29.4	55	64.7	25	29.4	0
First-Line Super./Mgrs. of Pers. Serv. Wrks (391021)	330	169	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	250	63.4	10
Entert. Attendants & Related Workers (393000)	1,600	574	35.8	435	27.2	425	26.5	295	18.4	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	395	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	6,530	54.1	3,855	32.0	339
First-Line Super./Mgrs. 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./Mgrs., Non-Ret Sales Wrks (411012)	4,495	2,603	57.9	1,884	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	8,530	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	49.5	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)	960	548	56.4	435	43.9	510	51.5	350	35.4	15
Travel Agents (413041)	700	95	13.6	603	86.1	75	10.7	505	72.1	0
Sales Reps, Services, All Other (413099)	1,860	1,289	69.3	563	30.3	1,155	62.2	480	25.8	60
Sales Reps, Wholesale & Manufacturing (414000)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55
Sales Reps, Wholesale & Manufacturing (414010)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55
Other Sales & Related Workers (419000)	4,055	1,942	47.8	2,123	52.2	1,730	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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Hartford County

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	228	2.5	174	1.9	Building Cleaning & Pest Control Workers (372000)
510	16.5	265	6.6	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, & Concerges (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	2,468	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	684	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	188	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 Reps, Services, All Other (413099)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414000)
45	0.9	55	1.2	29	0.6	60	1.3	33	0.7	Sales Reps, Wholesale & Manufacturing (414010)
130	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
		Male	%	Female	%	Male	%	Female	%	
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,145	56.3	850	41.8	1,055	51.8	10
Sales Engineers (419031)	170	165	97.1	4	2.4	165	97.1	4	2.4	0
Telemarketers (419041)	490	205	41.8	279	56.9	190	38.8	155	31.6	15
Door-To-Door Sales Workers & Rel Wrkrs (419051)	620	363	58.5	265	42.7	275	44.4	195	31.5	29
Sales & Related Workers, All Other (419099)	650	294	45.2	360	55.4	280	43.1	310	47.7	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
Super., Office & Admin. Support Workers (431000)	6,105	2,144	35.1	3,969	65.0	1,565	27.3	3,340	54.7	154
First-Line Sup./Mgns., Admin. Support Wrkrs (431011)	6,105	2,144	35.1	3,969	65.0	1,565	27.3	3,340	54.7	154
Communications Equipment Operators (432000)	355	62	17.5	287	80.8	38	10.7	199	56.1	14
Switchboard Operators, Incl. Ans. Service (432011)	185	34	18.4	148	80.0	30	16.2	115	62.2	4
Telephone Operators (432021)	160	24	15.0	135	84.4	4	2.5	80	50.0	10
Comm. Equipment Operators, All Other (432099)	10	4	40.0	4	40.0	4	40.0	4	40.0	0
Financial Clerks (433000)	10,235	1,425	13.9	8,811	86.1	1,125	11.0	7,044	68.8	189
Bill & Account Collectors (433011)	575	205	35.7	365	63.5	165	28.7	255	44.3	30
Billing & Posting Clerks & Machine Oper. (433021)	1,355	100	7.4	1,258	92.8	75	5.5	1,080	79.7	25
Bookkeeping, Acctg., & Auditing Clerks (433031)	6,010	837	13.9	5,170	86.0	655	10.9	4,255	70.8	109
Gaming Cage Workers (433041)	35	0	0.0	32	91.4	0	0.0	4	11.4	0
Payroll & Timekeeping Clerks (433051)	835	90	10.8	754	90.3	65	7.8	615	73.7	25
Procurement Clerks (433061)	150	75	50.0	73	48.7	75	50.0	55	36.7	0
Tellers (433071)	1,275	118	9.3	1,159	90.9	90	7.1	780	61.2	0
Information & Record Clerks (434000)	15,865	3,205	20.2	12,672	79.9	2,288	14.4	9,505	59.9	478
Brokerage Clerks (434011)	45	15	33.3	29	64.4	15	33.3	15	33.3	0
Court, Municipal, & License Clerks (434031)	145	39	26.9	105	72.4	25	17.2	80	55.2	10
Credit Authorizers, Checkers, & Clerks (434041)	225	45	20.0	179	79.6	45	20.0	110	48.9	0
Customer Service Representatives (434051)	7,900	1,989	25.2	5,919	74.9	1,585	20.1	4,360	55.2	204
Eligibility Interviewers, Govt. Programs (434061)	230	53	23.0	175	76.1	30	13.0	110	47.8	15
File Clerks (434071)	870	150	17.2	719	82.6	85	9.8	540	62.1	40
Hotel, Motel, & Resort Desk Clerks (434081)	200	39	19.5	158	79.0	20	10.0	85	42.5	15
Interviewers, Except Eligibility & Loan (434111)	500	135	27.0	369	73.8	95	19.0	240	48.0	15
Library Assistants, Clerical (434121)	500	48	9.6	460	92.0	30	6.0	330	66.0	4
Loan Interviewers & Clerks (434131)	200	4	2.0	193	96.5	4	2.0	130	65.0	0
New Accounts Clerks (434141)	60	4	6.7	55	91.7	4	6.7	35	58.3	0
Human Res. Assists, Exc. Payroll Etc. (434161)	105	35	33.3	74	70.5	15	14.3	55	52.4	10
Receptionists & Information Clerks (434171)	3,570	195	5.5	3,377	94.6	105	2.9	2,810	78.7	55
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	550	169	30.7	378	68.7	95	17.3	235	42.7	45
Information & Record Clerks, All Other (434199)	215	25	11.6	187	87.0	25	11.6	160	74.4	0
Correspondence Clerks & Order Clerks (434XXX)	550	260	47.3	295	53.6	110	20.0	210	38.2	65
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
Cargo & Freight Agents (435011)	95	64	67.4	24	25.3	60	63.2	4	4.2	0
Couriers & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140
Dispatchers (435030)	925	399	43.1	415	50.3	330	40.0	330	40.0	44
Meter Readers, Utilities (435041)	40	44	100.0	0	0.0	10	25.0	0	0.0	30
Postal Service Clerks (435051)	580	285	49.1	299	51.4	190	32.9	140	24.1	50
Postal Service Mail Carriers (435052)	1,300	960	73.8	337	25.9	670	51.5	220	16.9	180
Postal Service Mail Sorters, Processors, Etc. (435053)	675	355	52.6	318	47.1	255	37.8	115	17.0	75
Production, Planning, & Expediting Clerks (435061)	1,210	658	54.4	554	45.8	530	43.8	430	35.5	60
Shipping, Receiving, & Traffic Clerks (435071)	2,140	1,563	73.0	569	26.5	1,055	49.3	365	13.0	220
Stock Clerks & Order Fillers (435081)	4,055	2,789	68.8	1,264	31.1	1,830	45.0	810	19.9	480
Weighers, Measurers, Checkers, Etc. (435111)	160	79	49.4	75	46.9	50	31.3	65	40.6	10
Secretaries & Administrative Assistants (436000)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50
Secretaries & Administrative Assistants (436010)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50
Other Office & Admin. Support Workers (439000)	15,690	3,908	24.9	11,783	75.1	2,904	17.9	3,275	52.7	595

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Hartford County

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./Mgns., 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 (434XXX)
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	85	6.5	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	265	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)
1,380	10.3	35	0.3	715	5.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436000)
1,360	10.3	35	0.3	715	5.4	15	0.1	225	1.7	Secretaries & Administrative Assistants (436010)
1,960	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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Hartford County

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	155
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.6	1,185	46.4	50
Word Processors & Typists (439022)	485	25	5.2	464	95.7	15	3.1	305	62.9	50
Desktop Publishers (439031)	20	15	75.0	4	20.0	15	75.0	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	0
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	945	420	44.4	534	56.5	235	24.9	255	27.0	0
Office Clerks, General (439061)	5,695	880	15.5	4,820	84.6	625	11.0	3,670	64.4	1
Office Machine Operators, Exc. Computer (439071)	310	125	40.3	185	59.7	60	19.4	35	11.3	5
Proofreaders & Copy Markers (439081)	115	19	16.5	99	86.1	4	3.5	85	73.9	0
Statistical Assistants (439111)	120	55	45.8	65	54.2	25	20.8	50	41.7	3
Office & Admin. Support Workers, All Other (439199)	1,720	449	26.1	1,263	73.4	350	20.3	920	53.5	4
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	805	498	61.9	308	38.3	260	32.3	205	25.5	15
Super., Farming, Fishing, & Forestry Wrks (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	0
First-Line Sup./Mgns. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	0
Agricultural Workers (452000)	680	405	59.6	284	41.8	195	28.7	205	30.1	0
Agricultural Inspectors (452011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0
Graders & Sorters, Agricultural Products (452041)	10	10	100.0	4	40.0	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	15
Fishing & Hunting Workers (453000)	15	14	93.3	0	0.0	10	66.7	0	0.0	0
Forest, Conservation, & Logging Workers (454000)	40	40	100.0	0	0.0	40	100.0	0	0.0	0
Forest & Conservation Workers (454011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0
Logging Workers (454020)	30	30	100.0	0	0.0	30	100.0	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./Mgns. 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	80.0	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 (472161)	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 n-Hispanic		Hispanic in Any Race		All Other Non-Hispanic				Occupation		
Female	%	Male	%	Female	%	Male	%			
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	4.8	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./Mgns. 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./Mgns. 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., Ceil. 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	18.3	0	0.0	30	4.6	0	0.0	Roofers (472181)
0	0.0	15	2.8	0	0.0	10	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	0.0	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 (47402*)
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	%	Female	%	Male	%	Female	%	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
Derrick, 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)	860	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	81.6	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 (499099)	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	5,257	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

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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 Experts, & 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	Demick, 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	1.5	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	0.6	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 (499000)
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 (499060)
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 (49909E)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Riggers (499096)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Helpers-Installation, Maint., & Rep. Wrks (49909E)
0	0.0	75	12.1	0	0.0	10	1.6	0	0.0	Other Install., Maint., & Rpr. Wrks, Etc. (49909X)
317	3.7	2,857	8.1	2,170	6.1	1,549	4.4	974	2.8	PRODUCTION OCCUPATIONS (510000)
55	1.7	185	4.3	80	2.1	95	2.5	39	1.0	Supervisors, Production Workers (511000)
55	1.7	185	4.3	80	2.1	95	2.5	39	1.0	First-Line Supr./Mgns. of Prod. & Oper. Wrks (511011)
270	6.5	244	5.8	574	13.7	129	3.1	285	6.8	Assemblers & Fabricators (512000)

County Name	SPS Code	800Title_Pubs	Total Job Seekers	Total Male Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hispanic Male Job Seekers	Hispanic Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
State of Connecticut	00	Total - All Occupations	86373	45410	40963	23782	18004	10550	11018	9950	9899	1128	987
State of Connecticut	11	Management Occupations	5867	3029	2834	2220	1871	372	478	341	408	98	79
State of Connecticut	11.10	Top Executives	404	279	125	205	81	40	19	28	19	6	6
State of Connecticut	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	1042	598	448	490	347	44	47	45	40	17	12
State of Connecticut	11.30	Operations Specialties Managers	1524	643	878	453	556	82	155	81	143	27	24
State of Connecticut	11.90	Other Management Occupations	2896	1510	1385	1072	897	205	257	187	204	46	37
State of Connecticut	13	Business & Financial Operations Occupations	2509	1201	1305	808	853	197	243	129	140	67	69
State of Connecticut	13.10	Business Operations Specialists	1144	571	570	357	388	122	110	78	58	14	16
State of Connecticut	13.20	Financial Specialists	1354	630	734	451	464	75	133	51	64	53	53
State of Connecticut	15	Computer & Mathematical Occupations	1898	1384	513	918	322	184	90	172	48	110	53
State of Connecticut	15.10	Computer Specialists	1817	1349	466	895	288	180	85	170	44	104	49
State of Connecticut	15.20	Mathematical Scientists	79	33	46	22	34	4	5	2	3	5	4
State of Connecticut	15.90	Other Computer & Mathematical Occupations	1	1	0	0	0	0	0	0	0	1	0
State of Connecticut	17	Architecture & Engineering Occupations	1722	1436	285	942	154	184	38	227	75	83	17
State of Connecticut	17.10	Architects, Surveyors, & Cartographers	80	63	17	36	9	7	2	18	5	2	1
State of Connecticut	17.20	Engineers	671	585	78	397	53	75	12	69	6	54	5
State of Connecticut	17.30	Drafters, Engineering, & Mapping Technicians	970	777	192	508	92	102	25	140	64	27	11
State of Connecticut	19	Life, Physical, & Social Science Occupations	546	288	248	200	132	33	47	31	38	34	31
State of Connecticut	19.10	Life Scientists	112	61	51	48	35	3	3	5	2	5	11
State of Connecticut	19.20	Physical Scientists	95	62	33	39	16	4	3	1	3	18	9
State of Connecticut	19.30	Social Scientists & Related Workers	62	27	35	16	16	8	13	3	5	0	1
State of Connecticut	19.40	Life, Physical, & Social Science Technicians	275	147	128	97	63	17	28	22	28	11	9
State of Connecticut	19.80	Other Life, Physical, & Social Science Occupations	1	0	1	0	0	0	0	0	0	0	1
State of Connecticut	21	Community & Social Services Occupations	1419	423	894	145	380	196	382	74	208	8	13
State of Connecticut	21.10	Counselors, Social Workers, Other Community/Soc. Svcs. Workers	1374	405	967	138	378	190	375	69	204	8	13
State of Connecticut	21.20	Religious Workers	41	17	24	7	14	6	6	4	4	0	0
State of Connecticut	23	Legal Occupations	327	70	257	56	179	5	35	8	35	1	8
State of Connecticut	23.10	Lawyers, Judges, & Related Workers	97	41	56	33	39	2	8	5	7	1	2
State of Connecticut	23.20	Legal Support Workers	228	28	200	22	139	3	27	3	28	0	6
State of Connecticut	25	Education, Training, & Library Occupations	1600	385	1215	224	625	93	324	56	236	12	30
State of Connecticut	25.10	Postsecondary Teachers	193	65	128	38	72	14	28	10	25	3	3
State of Connecticut	25.20	Primary, Secondary & Special Education Teachers	272	56	216	32	120	13	53	7	41	4	2
State of Connecticut	25.30	Other Teachers & Instructors	510	142	368	192	231	25	80	12	40	3	17
State of Connecticut	25.40	Librarians, Curators, & Archivists	50	18	32	11	24	4	3	2	4	1	1
State of Connecticut	25.90	Other Education, Training, & Library Occupations	573	104	469	41	178	37	158	25	128	1	7
State of Connecticut	27	Arts, Design, Entertainment, Sports, & Media Occupations	1197	694	500	468	369	95	60	112	58	19	13
State of Connecticut	27.10	Art & Design Workers	485	249	235	166	167	27	22	48	19	8	7
State of Connecticut	27.20	Entertainers & Performers, Sports & Related Workers	328	205	120	128	71	37	24	36	23	6	2
State of Connecticut	27.30	Media & Communication Workers	260	143	118	107	87	18	12	14	13	4	4
State of Connecticut	27.40	Media & Communication Equipment Workers	125	96	29	69	24	12	2	14	3	1	0
State of Connecticut	29	Healthcare Practitioners & Technical Occupations	2063	371	1688	192	953	104	406	57	291	18	38
State of Connecticut	29.10	Health Diagnosing & Treating Practitioners	133	133	656	72	424	34	111	20	104	7	17
State of Connecticut	29.20	Health Technologists & Technicians	1115	196	917	97	481	17	245	32	171	10	20
State of Connecticut	29.90	Other Healthcare Practitioners & Technical Occupations	156	41	115	22	48	13	50	5	16	1	1

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State of Connecticut	31	Healthcare Support Occupations	4748	454	4292	128	1271	222	1871	97	1081	7	59
State of Connecticut	31.10	Nursing, Psychiatric, & Home Health Aides	3085	254	2828	57	682	141	1436	51	678	5	31
State of Connecticut	31.20	Occupational & Physical Therapist Assistants & Aides	69	18	51	6	38	6	9	4	5	0	1
State of Connecticut	31.90	Other Healthcare Support Occupations	1583	178	1404	62	553	73	422	42	403	2	28
State of Connecticut	33	Protective Service Occupations	1013	684	328	270	110	274	140	128	78	12	2
State of Connecticut	33.10	First-Line Supervisors/Mgrs. of Protective Service Workers	7	5	2	2	0	2	1	1	1	0	0
State of Connecticut	33.20	Fire Fighting & Prevention Workers	26	25	1	19	0	3	1	3	0	0	0
State of Connecticut	33.30	Law Enforcement Workers	119	92	26	49	11	19	7	23	8	1	0
State of Connecticut	33.90	Other Protective Service Workers	881	582	299	200	99	250	131	101	67	11	2
State of Connecticut	35	Food Preparation & Serving Related Occupations	4969	2379	2588	952	1402	674	583	603	540	50	63
State of Connecticut	35.10	Supervisors of Food Preparation & Serving Workers	507	368	139	215	78	87	28	56	29	10	6
State of Connecticut	35.20	Cooks & Food Preparation Workers	1825	1058	768	302	347	436	218	298	188	20	15
State of Connecticut	35.30	Food & Beverage Serving Workers	1533	396	1136	181	687	118	195	85	228	12	28
State of Connecticut	35.90	Other Food Preparation & Serving Related Workers	1094	554	540	152	290	232	142	163	94	7	14
State of Connecticut	37	Building & Grounds Cleaning & Maintenance Occupations	2382	1812	569	772	178	313	139	718	245	13	7
State of Connecticut	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	78	57	21	23	6	10	4	22	9	2	0
State of Connecticut	37.20	Building Cleaning & Pest Control Workers	978	483	493	150	130	168	130	164	228	3	7
State of Connecticut	37.30	Grounds Maintenance Workers	1325	1270	54	598	40	135	5	529	9	8	0
State of Connecticut	38	Personal Care & Service Occupations	1883	359	1303	139	522	123	427	89	327	8	27
State of Connecticut	38.10	Supervisors of Personal Care & Service Workers	38	19	19	14	11	2	1	1	2	2	5
State of Connecticut	38.20	Animal Care & Services Workers	45	15	30	9	27	3	0	3	2	0	1
State of Connecticut	38.30	Entertainment Attendants & Related Workers	120	67	53	39	20	10	11	18	13	0	9
State of Connecticut	38.40	Funeral Service Workers	8	5	3	3	1	1	0	1	2	0	0
State of Connecticut	39.50	Personal Appearance Workers	183	40	152	8	93	8	25	22	31	2	3
State of Connecticut	39.60	Transportation, Tourism, & Lodging Attendants	31	19	12	5	3	11	4	3	5	0	0
State of Connecticut	39.90	Other Personal Care & Service Workers	1217	189	1028	57	364	87	385	41	270	4	9
State of Connecticut	41	Sales & Related Occupations	5741	2354	3380	1393	1454	504	891	388	954	71	81
State of Connecticut	41.10	Supervisors of Sales Workers	286	144	151	84	91	32	24	21	34	7	2
State of Connecticut	41.20	Retail Sales Workers	3454	1007	2443	424	860	305	744	239	777	39	62
State of Connecticut	41.30	Sales Representatives, Services	1107	685	441	498	301	85	50	68	79	14	11
State of Connecticut	41.40	Sales Representatives, Wholesale & Manufacturing	410	289	120	220	75	37	22	28	19	4	4
State of Connecticut	41.90	Other Sales & Related Workers	467	247	220	166	125	45	51	30	42	6	2
State of Connecticut	43	Office & Administrative Support Occupations	11109	3312	7793	1338	4048	1107	2004	789	1601	78	140
State of Connecticut	43.10	Supervisors of Office & Administrative Support Workers	151	38	112	15	63	11	23	11	24	2	2
State of Connecticut	43.20	Communications Equipment Operators	35	14	21	6	13	4	5	4	3	0	0
State of Connecticut	43.30	Financial Clerks	975	172	802	78	511	49	157	32	117	12	17
State of Connecticut	43.40	Information & Record Clerks	4178	946	3231	429	1392	307	1022	194	764	28	53
State of Connecticut	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	2358	1772	586	613	227	680	175	473	173	28	11
State of Connecticut	43.90	Secretaries & Administrative Assistants	1985	611	1324	35	985	7	278	19	257	0	23
State of Connecticut	43.90	Other Office & Administrative Support Workers	1810	304	1505	159	872	68	341	65	258	12	34
State of Connecticut	45	Farming, Fishing, & Forestry Occupations	192	137	55	45	24	13	5	76	25	3	1
State of Connecticut	45.10	Supervisors of Farming, Fishing, & Forestry Workers	4	2	2	1	2	0	0	1	0	0	0
State of Connecticut	45.20	Agricultural Workers	160	110	50	33	21	11	5	64	24	2	0
State of Connecticut	45.30	Fishing & Hunting Workers	8	8	0	3	0	0	0	5	0	0	0

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State of Connecticut	45.40	Forest, Conservation, & Logging Workers	18	17	2	8	1	2	0	6	1	1	0
State of Connecticut	47	Construction & Extraction Occupations	7251	6996	250	4517	113	1030	58	1390	72	59	7
State of Connecticut	47.10	Supervisors of Construction & Extraction Workers	75	71	4	58	1	6	1	6	2	1	0
State of Connecticut	47.20	Construction Trades Workers	5828	5448	173	3538	81	798	45	1073	43	42	4
State of Connecticut	47.30	Helpers, Construction Trades	448	432	16	228	6	71	2	128	6	4	0
State of Connecticut	47.40	Other Construction & Related Workers	1045	993	51	657	22	149	9	175	16	12	2
State of Connecticut	47.50	Extraction Workers	54	48	6	36	1	6	1	6	3	0	1
State of Connecticut	48	Installation, Maintenance, & Repair Occupations	2746	2808	137	1471	50	489	33	635	51	31	3
State of Connecticut	48.10	Supervisors of Installation, Maintenance, & Repair Workers	24	23	1	21	1	1	0	1	0	0	0
State of Connecticut	48.20	Electrical & Electronic Equipment Mechanics, Installers	222	212	9	122	4	47	2	40	2	3	1
State of Connecticut	48.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	775	744	30	481	16	90	6	186	5	7	1
State of Connecticut	49.90	Other Installation, Maintenance & Repair Occupations	1719	1622	96	887	29	330	23	404	43	21	1
State of Connecticut	51	Production Occupations	5063	3513	1542	1755	508	655	239	857	715	146	82
State of Connecticut	51.10	Supervisors of Production Workers	116	90	26	65	12	3	5	21	8	1	1
State of Connecticut	51.20	Assemblers & Fabricators	938	414	523	151	141	84	64	135	274	34	44
State of Connecticut	51.30	Food Processing Workers	271	149	121	63	46	42	36	43	36	1	3
State of Connecticut	51.40	Metal Workers & Plastic Workers	1799	1557	239	892	98	227	36	364	100	74	7
State of Connecticut	51.50	Printing Workers	134	98	36	61	11	14	3	21	20	2	2
State of Connecticut	51.60	Textile, Apparel, & Furnishings Workers	179	64	114	15	38	21	15	23	57	5	4
State of Connecticut	51.70	Woodworkers	121	111	10	85	5	12	1	12	3	2	1
State of Connecticut	51.80	Plant & System Operators	64	55	9	33	3	11	1	10	5	1	0
State of Connecticut	51.90	Other Production Occupations	1436	973	461	390	153	231	77	327	211	25	20
State of Connecticut	53	Transportation & Material Moving Occupations	8452	6136	3315	2873	1348	1823	725	1548	1203	92	41
State of Connecticut	53.10	Supervisors of Transportation & Material Moving Workers	53	45	8	20	4	17	1	7	3	1	0
State of Connecticut	53.20	Air Transportation Workers	22	10	12	4	6	3	0	3	3	0	0
State of Connecticut	53.30	Motor Vehicle Operators	5451	3182	2268	1480	1016	883	489	767	741	52	22
State of Connecticut	53.40	Rail Transportation Workers	18	16	2	11	1	3	1	2	0	0	0
State of Connecticut	53.50	Water Transportation Workers	28	27	1	21	0	3	0	3	1	0	0
State of Connecticut	53.60	Other Transportation Workers	748	476	270	231	122	142	83	96	64	7	1
State of Connecticut	53.70	Material Moving Workers	3117	2371	746	902	191	771	151	688	386	32	18
State of Connecticut	55	Military Specific Occupations	80	62	18	31	6	10	5	18	7	3	0
State of Connecticut	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	6	3	3	2	2	1	1	0	0	0	0
State of Connecticut	55.20	First-Line Enlisted Military Supervisors/Managers	9	6	3	1	0	3	2	2	1	0	0
State of Connecticut	55.30	Military Enlisted Tactical Operations & Air/Weapon	85	53	12	28	4	6	2	16	6	3	0
State of Connecticut	99	Unknown/Unclassifiable Occupations	10814	5315	5499	2225	2126	1672	1784	1311	1456	107	123
State of Connecticut	99.90	Unknown/Unclassifiable Occupations	10814	5315	5499	2225	2126	1672	1784	1311	1456	107	123
Hartford County	00	Total - All Occupations	18881	9755	9095	4453	3561	2574	2823	2428	2474	268	237
Hartford County	11	Management Occupations	1273	845	628	468	355	81	138	75	116	21	19
Hartford County	11.10	Top Executives	102	73	29	52	14	7	6	10	7	4	2
Hartford County	11.20	Advertising, Marketing, Promotions, Public Rel. Occupations	202	122	80	99	53	10	13	10	9	3	5
Hartford County	11.30	Operations Specialties Managers	340	139	200	98	109	17	46	20	38	6	7
Hartford County	11.90	Other Management Occupations	628	310	317	221	179	48	71	35	62	8	5
Hartford County	13	Business & Financial Occupations	636	274	362	169	214	54	84	35	38	16	26
Hartford County	13.10	Business Operations Specialists	298	120	178	59	111	33	45	23	16	5	6

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Hartford County	13.20	Financial Specialists	337	154	183	110	102	21	21	12	22	11	20
Hartford County	15	Computer & Mathematical Occupations	492	347	145	236	93	41	41	32	12	38	14
Hartford County	15.10	Computer Specialists	459	332	127	227	82	39	23	31	10	35	12
Hartford County	15.20	Mathematical Scientists	31	13	18	8	11	2	3	1	2	2	2
Hartford County	15.90	Other Computer & Mathematical Occupations	1	1	0	0	0	0	0	0	0	1	0
Hartford County	17	Architecture & Engineering Occupations	378	316	62	182	30	61	13	47	15	28	4
Hartford County	17.10	Architects, Surveyors, & Cartographers	15	13	2	8	1	4	1	1	0	0	0
Hartford County	17.20	Engineers	167	154	13	82	8	30	3	21	0	21	2
Hartford County	17.30	Drafters, Engineering, & Mapping Technicians	195	148	47	91	21	27	9	25	15	5	2
Hartford County	19	Life, Physical, & Social Science Occupations	101	56	45	36	25	6	9	7	4	5	7
Hartford County	19.10	Life Scientists	12	7	5	6	4	0	0	1	0	0	1
Hartford County	19.20	Physical Scientists	15	9	6	4	5	2	0	0	0	3	1
Hartford County	19.30	Social Scientists & Related Workers	8	3	5	2	3	0	1	1	0	0	1
Hartford County	19.40	Life, Physical, & Social Science Technicians	65	36	29	24	13	5	8	5	4	2	4
Hartford County	21	Community & Social Services Occupations	367	116	251	32	76	57	119	26	55	1	1
Hartford County	21.10	Counselors, Social Workers, Other Cmnty/Soc. Svcs. Workers	354	108	246	30	74	55	117	22	54	1	1
Hartford County	21.20	Religious Workers	9	7	2	2	1	2	1	3	0	0	0
Hartford County	23	Legal Occupations	98	28	70	20	45	2	12	3	12	1	3
Hartford County	23.10	Lawyers, Judges, & Related Workers	36	15	21	12	14	0	4	2	2	1	1
Hartford County	23.20	Legal Support Workers	61	11	50	8	30	2	8	1	10	0	2
Hartford County	25	Education, Training, & Library Occupations	378	103	275	48	104	33	101	19	66	3	5
Hartford County	25.10	Postsecondary Teachers	49	17	32	9	11	5	12	3	7	0	2
Hartford County	25.20	Primary, Secondary & Special Education Teachers	67	21	46	8	19	8	17	3	10	2	0
Hartford County	25.30	Other Teachers & Instructors	118	29	89	18	47	9	29	1	11	0	2
Hartford County	25.40	Librarians, Curators, & Archivists	6	3	3	2	3	1	0	0	0	0	0
Hartford County	25.90	Other Education, Training, & Library Occupations	137	33	104	102	73	22	15	28	12	7	4
Hartford County	27	Arts, Design, Entertainment, Sports, & Media Occupations	284	159	125	104	102	10	41	12	38	1	1
Hartford County	27.10	Art & Design Workers	94	50	44	34	33	5	4	9	6	2	1
Hartford County	27.20	Entertainers & Performers, Sports & Related Workers	75	53	22	30	13	10	6	11	3	2	0
Hartford County	27.30	Media & Communication Workers	67	34	32	23	23	3	4	6	2	2	3
Hartford County	27.40	Media & Communication Equipment Workers	28	22	6	15	4	4	1	2	1	1	0
Hartford County	29	Healthcare Practitioners & Technical Occupations	414	69	344	40	179	21	85	4	70	4	10
Hartford County	29.10	Health Diagnosing & Treating Practitioners	176	21	154	13	92	6	28	0	29	2	5
Hartford County	29.20	Health Technologists & Technicians	211	38	173	20	77	12	53	4	38	2	5
Hartford County	29.90	Other Healthcare Practitioners & Technical Occupations	28	9	17	6	10	3	4	0	3	0	0
Hartford County	31	Healthcare Support Occupations	673	89	784	21	202	44	367	21	186	3	17
Hartford County	31.10	Nursing, Psychiatric, & Home Health Aides	532	52	480	7	95	31	272	12	103	2	10
Hartford County	31.20	Occupational & Physical Therapist Assistants & Aides	14	2	12	1	9	1	1	0	0	0	1
Hartford County	31.90	Other Healthcare Support Occupations	318	32	286	12	98	10	80	9	83	1	5
Hartford County	33	Protective Services Occupations	25	33	82	35	7	67	27	38	27	0	0
Hartford County	33.10	First-Line Supervisors/Mgrs. of Protective Service Workers	3	2	1	1	0	0	1	1	0	0	0
Hartford County	33.20	Fire Fighting & Prevention Workers	8	7	1	4	0	1	1	2	0	0	0
Hartford County	33.30	Law Enforcement Workers	18	16	2	5	1	5	1	6	0	0	0
Hartford County	33.90	Other Protective Service Workers	186	108	78	28	26	51	24	29	27	0	1

County Name	SOG Code	SOC Title / Title	Total Job Seekers	Total Male Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hispanic Male Job Seekers	Hispanic Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
Hartford County	35	Food Preparation & Serving Related Occupations	1008	503	508	155	224	175	125	141	155	18	16
Hartford County	35.10	Supervisors of Food Preparation & Serving Workers	91	70	21	31	13	20	4	4	15	4	0
Hartford County	35.20	Cooks & Food Preparation Workers	398	233	163	63	55	90	53	71	50	9	5
Hartford County	35.30	Food & Beverage Serving Workers	270	74	196	30	101	22	38	19	55	3	4
Hartford County	35.90	Other Food Preparation & Serving Related Workers	250	124	126	31	55	42	32	50	32	1	7
Hartford County	37	Building & Grounds Cleaning & Maintenance Occupations	427	324	103	128	21	54	34	44	144	0	4
Hartford County	37.10	Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	7	6	1	3	0	1	0	2	2	0	0
Hartford County	37.20	Building Cleaning & Pest Control Workers	196	100	96	24	15	27	34	48	43	0	4
Hartford County	37.30	Grounds Maintenance Workers	223	217	6	98	6	26	0	93	0	0	0
Hartford County	39	Personal Care & Service Occupations	294	57	237	15	69	26	107	16	58	0	3
Hartford County	39.10	Supervisors of Personal Care & Service Workers	3	1	2	1	0	1	1	0	1	0	0
Hartford County	39.20	Animal Care & Service Workers	10	4	6	1	5	1	0	2	1	0	0
Hartford County	39.30	Entertainment Attendants & Related Workers	13	6	5	6	2	0	2	1	2	0	0
Hartford County	39.40	Funeral Service Workers	1	1	0	0	0	1	0	0	0	0	0
Hartford County	39.50	Personal Appearance Workers	20	3	17	1	13	0	3	2	1	0	0
Hartford County	39.60	Transportation, Tourism, & Lodging Attendants	6	4	2	1	0	2	1	1	1	0	0
Hartford County	39.90	Other Personal Care & Service Workers	238	36	202	6	48	21	98	9	52	0	3
Hartford County	41	Sales & Related Occupations	1174	455	716	269	265	83	187	89	245	14	19
Hartford County	41.10	Supervisors of Sales Workers	49	22	27	11	16	5	3	4	8	2	0
Hartford County	41.20	Retail Sales Workers	704	195	507	80	144	51	148	58	200	6	15
Hartford County	41.30	Sales Representatives, Services	255	141	113	111	68	17	21	10	20	3	4
Hartford County	41.40	Sales Representatives, Wholesale & Manufacturing	82	53	29	36	14	6	9	10	6	1	0
Hartford County	41.90	Other Sales & Related Workers	80	43	37	31	22	4	6	7	9	1	0
Hartford County	43	Offices & Administrative Support Occupations	2866	887	1977	304	840	332	625	475	228	22	37
Hartford County	43.10	Supervisors of Office & Administrative Support Workers	34	9	25	5	13	3	7	0	5	1	0
Hartford County	43.20	Communications Equipment Operators	9	4	5	1	4	2	1	1	0	0	0
Hartford County	43.30	Financial Clerks	234	40	194	16	110	15	45	31	5	4	5
Hartford County	43.40	Information & Record Clerks	1044	239	803	109	284	78	284	47	222	5	13
Hartford County	43.50	Material Recording, Scheduling, Dispatch/Distribution Workers	651	488	163	129	58	200	55	152	49	7	1
Hartford County	43.60	Secretaries & Administrative Assistants	379	14	365	7	195	1	83	6	77	0	7
Hartford County	43.90	Other Office & Administrative Support Workers	502	91	411	37	188	32	145	17	86	5	11
Hartford County	45	Farming, Fishing, & Forestry Occupations	41	35	6	7	1	4	2	23	3	1	0
Hartford County	45.10	Supervisors of Farming, Fishing, & Forestry Workers	1	1	0	0	0	0	0	1	0	0	0
Hartford County	45.20	Agricultural Workers	34	29	5	5	1	4	2	20	2	0	0
Hartford County	45.30	Fishing & Hunting Workers	1	1	0	1	0	0	0	0	0	0	0
Hartford County	45.40	Forest, Conservation, & Logging Workers	5	4	1	1	0	0	0	2	1	1	0
Hartford County	47	Construction & Extraction Occupations	1398	1343	53	748	15	280	12	325	25	12	1
Hartford County	47.10	Supervisors of Construction & Extraction Workers	14	14	0	9	0	2	0	3	0	0	0
Hartford County	47.20	Construction Trades Workers	1068	1038	28	574	6	210	11	248	12	7	0
Hartford County	47.30	Helpers, Construction Trades	83	78	5	39	2	14	0	25	3	0	0
Hartford County	47.40	Other Construction & Related Workers	222	205	17	119	7	34	1	47	9	5	0
Hartford County	47.50	Extraction Workers	7	5	2	5	0	0	0	0	0	1	0
Hartford County	49	Installation, Maintenance, & Repair Occupations	566	529	35	259	12	113	9	146	12	11	2
Hartford County	49.10	Supervisors of Installation, Maintenance, & Repair Workers	6	6	0	6	0	0	0	0	0	0	0

County Name	SDG Code	SOCTitle ,Eubs	Total Job Seekers	Total White Job Seekers	Total Female Job Seekers	White Male Job Seekers	White Female Job Seekers	Black Male Job Seekers	Black Female Job Seekers	Hispanic Male Job Seekers	Hispanic Female Job Seekers	Other Male Job Seekers	Other Female Job Seekers
Hartford County	49.20	Electrical & Electronic Equipment Mechanics, Installers	41	39	2	20	2	10	10	0	7	0	0
Hartford County	49.30	Vehicle & Mobile Equipment Mechanics, Installers, Repairers	155	147	7	78	4	29	29	1	38	1	2
Hartford County	49.90	Other Installation, Maintenance & Repair Occupations	360	334	25	155	6	73	73	8	99	10	7
Hartford County	51	Production Occupations	1144	814	330	347	112	173	57	247	144	47	17
Hartford County	51.10	Supervisors of Production Workers	24	14	10	9	7	1	1	2	3	1	0
Hartford County	51.20	Assemblers & Fabricators	182	91	91	25	22	27	16	34	47	5	6
Hartford County	51.30	Food Processing Workers	45	23	22	10	2	5	8	8	12	0	0
Hartford County	51.40	Metal Workers & Plastic Workers	447	389	58	189	31	71	7	100	18	29	2
Hartford County	51.50	Printing Workers	44	31	13	20	4	4	1	7	8	0	0
Hartford County	51.60	Textile, Apparel, & Furnishings Workers	42	15	27	2	6	7	3	4	15	2	3
Hartford County	51.70	Woodworkers	27	23	4	15	1	5	1	3	1	0	1
Hartford County	51.80	Plant & System Operators	10	9	1	5	0	2	1	2	0	0	0
Hartford County	51.90	Other Production Occupations	318	217	101	72	38	51	17	65	41	9	5
Hartford County	53	Transportation & Material Moving Occupations	2170	1332	838	466	214	459	240	387	377	20	7
Hartford County	53.10	Supervisors of Transportation & Material Moving Workers	12	11	1	5	1	5	0	1	0	0	0
Hartford County	53.20	Air Transportation Workers	4	2	2	0	2	1	0	1	0	0	0
Hartford County	53.30	Motor Vehicle Operators	1278	661	617	272	188	204	159	175	287	10	3
Hartford County	53.40	Rail Transportation Workers	1	0	1	0	0	0	0	0	0	0	0
Hartford County	53.60	Other Transportation Workers	158	78	78	30	18	27	37	19	24	2	1
Hartford County	53.70	Material Moving Workers	712	576	136	158	25	222	44	180	64	8	3
Hartford County	55	Military Specific Occupations	21	15	6	6	1	3	2	5	3	1	0
Hartford County	55.10	Military Officer Special & Tactical Operations Leaders/Mgrs.	2	1	1	1	0	0	1	0	0	0	0
Hartford County	55.20	First-Line Enlisted Military Supervisors/Managers	2	1	1	0	0	1	0	0	0	0	0
Hartford County	55.30	Military Enlisted Tactical Operations & Air/Weapon	17	13	4	5	1	2	1	1	5	2	1
Hartford County	99	Unknown/Unclassifiable Occupations	2283	1128	1135	361	384	411	429	328	322	28	20
Hartford County	99.90	Unknown/Unclassifiable Occupations	2283	1128	1135	361	384	411	429	328	322	28	20

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

	Total	White	Black	Hispanic	ASIAN/PACIFIC ISLANDER
Males	1,574,324	1,195,694	140,014	113,037	125,559
Faculty (instruction/research/public service)	713,290	569,867	42,064	35,818	65,547
Instruction	668,254	536,912	40,451	31,694	57,197
Research	32,919	23,344	891	1,413	7,071
Public service	12,123	9,411	722	711	1,379
Graduate assistants	114,155	86,674	5,807	8,428	13,246
Librarians, curators, and archivists	11,962	9,913	706	753	990
Student and academic affairs and other education	51,853	37,729	6,479	4,826	2,821
Business and financial operations	52,210	38,974	5,111	4,489	3,636
Computer, engineering, and science	128,459	97,332	7,900	6,817	14,410
Community, social service, legal, arts, design, entertainment, sports, and media	73,673	57,310	8,883	4,911	2,569
Healthcare practitioners and technicians	30,491	20,657	2,835	2,328	4,671
Service occupations	134,334	79,982	29,897	18,532	5,923
Sales and related occupations	4,634	3,119	789	554	172
Office and administrative support	68,397	42,718	11,284	10,031	4,364
Natural resources, construction, and maintenance	65,419	50,639	6,669	6,081	2,030
Production, transportation, and material moving	15,542	10,893	2,339	1,631	619
Females	1,958,519	1,426,714	236,815	155,805	139,185
Faculty (instruction/research/public service)	697,383	543,194	63,679	53,838	53,838
Instruction	657,594	514,827	61,168	34,231	47,168
Research	26,334	18,182	1,171	1,591	5,390
Public service	13,455	10,185	1,140	840	1,280
Graduate assistants	119,817	88,377	8,943	9,647	12,878
Librarians, curators, and archivists	28,802	23,239	2,423	1,341	1,793
Student and academic affairs and other education	109,374	78,358	15,384	9,909	5,723
Business and financial operations	142,511	101,416	17,739	12,341	11,015
Computer, engineering, and science	83,146	57,739	6,639	5,901	12,867
Community, social service, legal, arts, design, entertainment, sports, and media	90,920	67,665	10,766	7,865	4,604
Healthcare practitioners and technicians	81,386	56,811	10,108	5,775	8,852
Service occupations	97,464	51,020	25,417	16,205	4,822
Sales and related occupations	8,501	5,545	1,559	979	418
Office and administrative support	352,258	240,742	56,394	39,617	15,505
Natural resources, construction, and maintenance	5,764	3,882	1,043	583	253
Production, transportation, and material moving	3,147	2,029	710	306	102
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 2017, Human Resources component, Fall Staff section. (This table was prepared December 2017.)					

2016	Total	White	Black	Hispanic
Total	772,750	574,294	41,853	37,513
Professors	181,266	145,049	6,871	6,229
Associate professors	157,653	115,721	9,091	7,108
Assistant professors	165,743	115,552	11,143	8,138
Instructors	98,150	73,194	7,219	7,283
Lecturers	40,441	31,171	2,012	2,485
Other faculty	129,497	93,607	5,517	6,270
Malees	428,637	309,326	16,428	19,086
Professors	123,912	97,497	4,054	3,966
Associate professors	89,573	63,068	4,316	3,866
Assistant professors	84,063	54,980	4,211	3,960
Instructors	44,619	32,045	2,592	3,270
Lecturers	19,017	14,113	873	1,051
Other faculty	67,453	47,623	382	2,973
Females	344,113	264,968	25,425	18,427
Professors	57,354	47,552	2,817	2,263
Associate professors	68,080	52,653	4,775	3,242
Assistant professors	81,680	60,572	6,932	4,178
Instructors	53,531	41,149	4,627	4,013
Lecturers	21,424	17,058	1,139	1,434
Other faculty	62,044	45,984	5,135	3,297

\3\Only instructional faculty were classified by academic rank. Primarily research and primarily public service faculty, as well as faculty without ranks, appear under "other faculty."

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), Human Resources component, Fall Staff section; and IPEDS Spring 2017, Human Resources component, Fall Staff section. (This table was prepared December 2017.)

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Other faculty	129,497	93,607	5,517	6,270
Male	428,637	309,326	16,428	19,086
Professors	123,912	97,497	4,054	3,966
Associate professors	89,573	63,068	4,316	3,866
Assistant professors	84,063	54,980	4,211	3,960
Instructors	44,619	32,045	2,592	3,270
Lecturers	19,017	14,113	873	1,051
Other faculty	67,453	47,623	382	2,973
Female	344,113	264,968	25,425	18,427
Professors	57,354	47,552	2,817	2,263
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Instructional faculty were classified by academic rank. Primarily research and primarily public service faculty, as well as faculty without ranks, appear under "other faculty."

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SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Human Resources component, Fall Staff section; and IPEDS Spring 2017, Human Resources component, Fall Staff section. (This table was prepared December 2017.)

Table 324.60. Degrees conferred to males by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2015-16

Field of study	2015-16				
	Total	White	Black	Hispanic	AAIAN/NPI
All fields, total	45,016	32,127	2,873	3,315	6,701
Dentistry (D.D.S. or D.M.D.)	2,769	1,915	104	187	563
Medicine (M.D.)	9,473	6,208	443	673	2,149
Optometry (O.D.)	504	364	11	29	100
Osteopathic medicine (D.O.)	2,890	2,137	59	109	585
Pharmacy (Pharm.D.)	5,367	3,168	447	274	1,478
Podiatry (Pod.D. or D.P.) or podiatric medicine (D.P.M.)	307	202	13	18	74
Veterinary medicine (D.V.M.)	563	498	9	35	21
Chiropractic (D.C. or D.C.M.)	1,352	1,128	46	91	87
Law (LL.B. or J.D.)	18,022	13,857	1,142	1,701	1,322
Theology (M.Div., M.H.L./Rav., B.D., or Ord.)	3,686	2,583	594	196	313
Other\1\	83	67	5	2	9

\1\Includes naturopathic medicine and degrees that were not classified by field by the reporting institution.

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 and Fall 2016 Completions component. (This table was prepared March 2018.)

Table 324.60. Degrees conferred to males by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2015-16

Field of study	2015-16				
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Optometry (O.D.)	504	364	11	29	100
Osteopathic medicine (D.O.)	2,890	2,137	59	109	585
Pharmacy (Pharm.D.)	5,367	3,168	447	274	1,478
Podiatry (Pod.D. or D.P.) or podiatric medicine (D.P.M.)	307	202	13	18	74
Veterinary medicine (D.V.M.)	563	498	9	35	21
Chiropractic (D.C. or D.C.M.)	1,352	1,128	46	91	87
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Theology (M.Div., M.H.L./Rav., B.D., or Ord.)	3,686	2,583	594	196	313
Other\1	83	67	5	2	9

\1\Includes naturopathic medicine and degrees that were not classified by field by the reporting institution.

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 and Fall 2016 Completions component. (This table was prepared March 2018.)

Table 324.70. Degrees conferred to females by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2015-16

Field of study	2015-16				
	Total	White	Black	Hispanic	AAIAANHPI
All fields, total	48,750	28,712	4,402	3,800	8,125
Dentistry (D.D.S. or D.M.D.)	2,786	1,396	161	209	814
Medicine (M.D.)	8,744	4,866	708	602	2,042
Optometry (O.D.)	1,006	569	28	50	322
Osteopathic medicine (D.O.)	2,420	1,665	74	112	517
Pharmacy (Pharm.D.)	8,856	5,051	730	413	2,432
Podiatry (Pod.D. or D.P.) or podiatric medicine (D.P.M.)	222	118	23	9	60
Veterinary medicine (D.V.M.)	2,195	1,943	72	113	103
Chiropractic (D.C. or D.C.M.)	1,012	723	76	81	69
Law (LL.B. or J.D.)	19,214	11,154	1,902	2,120	1,638
Theology (M.Div., M.H.L./Rav., B.D., or Ord.)	1,976	1,034	610	75	103
Other\1	319	193	18	16	25

\1\Includes naturopathic medicine and degrees that were not classified by field by the reporting institution.

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 professional 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 and Fall 2016, Completions component. (This table was prepared March 2018.)

Table 324.70. Degrees conferred to females by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2015-16

Field of study	2015-16				
	Total	White	Black	Hispanic	AAIANHNP
All fields, total	48,750	28,712	4,402	3,800	8,125
Dentistry (D.D.S. or D.M.D.)	2,786	1,396	161	209	814
Medicine (M.D.)	8,744	4,866	708	602	2,042
Optometry (O.D.)	1,006	569	28	50	322
Osteopathic medicine (D.O.)	2,420	1,665	74	112	517
Pharmacy (Pharm.D.)	8,856	5,051	730	413	2,432
Podiatry (Pod.D. or D.P.) or podiatric medicine (D.P.M.)	222	118	23	9	60
Veterinary medicine (D.V.M.)	2,195	1,943	72	113	103
Chiropractic (D.C. or D.C.M.)	1,012	723	76	81	69
Law (LL.B. or J.D.)	19,214	11,154	1,902	2,120	1,638
Theology (M.Div., M.H.L./Rav., B.D., or Ord.)	1,976	1,034	610	75	103
Other\1	319	193	18	16	25

\1\Includes naturopathic medicine and degrees that were not classified by field by the reporting institution.

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 and Fall 2016, Completions component. (This table was prepared March 2018.)