This section was found to be in compliance in the previous submission with the following proposals/recommendations from the CHRO Reviewer:

"The utilization analysis and the prior filing's hiring/promotion goals contained numerous errors due to line F being incorrect. These analyses were corrected by UCONN Health before review of the affirmative action plan was completed. For future filings, all data must be checked for accuracy before the data becomes a part of the affirmative action plan."

Action: The Affirmative Action Specialist is in full agreement with the recommendation and will work hard to ensure that all data calculations are correct and line placement is accurate on all future plan filings.

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

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

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

LABOR MARKET AREA: **NATIONAL**   DATE: May 31, 2018

OCCUPATIONAL CATEGORY: **EXECUTIVE/ADMINISTRATIVE**

POSITION CLASSIFICATION: **1A. EXECUTIVE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	66.7	33.3	50.0	29.2	12.5	4.2	0.0	0.0	4.2	0.0	A
WORKFORCE PARITY %	100.0	45.1	54.9	38.2	44.3	3.7	5.3	1.8	3.6	1.4	1.7	B
WORKFORCE NUMBERS	24	16	8	12	7	3	1	0	0	1	0	C
WORKFORCE PARITY #	24	11	13	9	11	1	1	0	1	0	0	D
NET UTILIZATION (+)	**0.0**	**5.2**	**-5.2**	**2.8**	**-3.6**	**2.1**	**-0.3**	**-0.4**	**-0.9**	**0.7**	**-0.4**	E
PREVIOUS UTILIZATION	0.0	1.1	-1.1	-0.1	-2.2	2.0	0.5	-0.6	0.3	0.6	-0.5	F
HIRING GOALS												
Previous Plan Goals Short	3	1	2	0	1	0	0	1	0	0	1	G
CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**4**	**0**	**4**		**2**		**1**		**1**			N
PROMOTION GOALS												
PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	1	0	1	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**2**	**0**	**2**		**2**							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **EXECUTIVE/ADMINISTRATIVE**

JOB GROUP: **1B. UNIVERSITY DIRECTOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	39.1	60.9	37.5	57.8	1.6	1.6	0.0	1.6	0.0	0.0	A
WORKFORCE PARITY %	100.0	35.3	64.7	31.2	56.9	1.7	5.0	1.4	1.6	1.1	1.2	B
WORKFORCE NUMBERS	64	25	39	24	37	1	1	0	1	0	0	C
WORKFORCE PARITY #	64	23	41	20	36	1	3	1	1	1	1	D
NET UTILIZATION (+)	**0.0**	**2.4**	**-2.4**	**4.1**	**0.6**	**-0.1**	**-2.2**	**-0.9**	**0.0**	**-0.7**	**-0.8**	E
PREVIOUS UTILIZATION	0.0	-2.2	2.2	7.4	-2.2	0.1	-0.5	-0.8	-0.9	-0.6	-2.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	2	4	0	0	0	1	1	1	1	2	G
CURRENT PLAN HIRES	5	1	4	1	3	0	0	0	1	0	0	I
CURRENT PLAN GOALS	**4**	**2**	**2**				**1**	**1**		**1**	**1**	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	2	0	0	0	0	0	1	O
CURRENT PLAN PROM.	4	1	3	1	3	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**1**	**0**	**1**				**1**					R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	1	0	1	0	0	0	0	0	1	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

There is only 1 underutilized employee in our promotable pool.

LABOR MARKET AREA: **NATIONAL** DATE: May 31, 2018

CATEGORY OR CLASS: **EXECUTIVE/ADMINISTRATIVE**

JOB GROUP: **1C. MANAGERS**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.7	77.3	21.6	70.5	0.0	5.7	0.0	1.1	1.1	0.0	A
WORKFORCE PARITY %	100.0	25.5	74.5	21.2	61.3	2.0	7.8	1.4	1.8	1.0	3.6	B
WORKFORCE NUMBERS	88	20	68	19	62	0	5	0	1	1	0	C
WORKFORCE PARITY #	88	22	66	19	54	2	7	1	2	1	3	D
NET UTILIZATION (+)	**0.0**	**-2.5**	**2.5**	**0.3**	**8.1**	**-1.7**	**-1.9**	**-1.2**	**-0.6**	**0.2**	**-3.1**	E
PREVIOUS UTILIZATION	0.0	-4.3	4.3	-1.1	5.8	-2.0	2.6	-1.4	-1.9	-1.0	-0.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	5	4	1	0	0	2	0	1	1	1	0	G
CURRENT PLAN HIRES	5	1	4	0	4	0	0	0	0	1	0	I
CURRENT PLAN GOALS	**6**	**3**	**3**			**2**		**1**	**1**		**2**	N
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	1	2	1	0	0	0	0	1	0	1	O
CURRENT PLAN PROM.	3	1	2	1	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**3**	**0**	**3**				**2**				**1**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **FACULTY**

JOB GROUP: **2A. HEAD OF DEPARTMENT**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	73.7	26.3	63.2	26.3	5.3	0.0	0.0	0.0	5.3	0.0	A
WORKFORCE PARITY %	100.0	73.5	26.6	61.1	21.2	1.5	1.3	2.2	1.2	8.6	2.9	B
WORKFORCE NUMBERS	19	14	5	12	5	1	0	0	0	1	0	C
WORKFORCE PARITY #	19	14	5	12	4	0	0	0	0	2	1	D
NET UTILIZATION (+)	0.0	0.0	0.0	0.4	1.0	0.7	-0.3	-0.4	-0.2	-0.6	-0.5	E
PREVIOUS UTILIZATION	0.0	-0.5	0.5	0.1	2.0	0.7	-0.2	-0.3	-0.2	-1.7	-0.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	1	1	0	0	0	0	0	1	0	0	0	G
CURRENT PLAN HIRES	1	1	0	0	0	0	0	0	0	1	0	I
CURRENT PLAN GOALS	2	1	1					1			1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	2	1	0	0	0	0	0	0	2	1	O
CURRENT PLAN PROM.	1	1	0	1	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	1	0							1		R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	78.0	22.0	66.7	17.9	1.6	0.8	1.6	0.8	8.1	2.4	A
WORKFORCE PARITY %	100.0	63.6	36.4	40.0	23.6	3.0	2.8	3.0	2.0	17.6	8.1	B
WORKFORCE NUMBERS	123	96	27	82	22	2	1	2	1	10	3	C
WORKFORCE PARITY #	123	78	45	49	29	4	3	4	2	22	10	D
NET UTILIZATION (+)	**0.0**	**17.8**	**-17.8**	**32.9**	**-7.0**	**-1.7**	**-2.4**	**-1.7**	**-1.4**	**-11.7**	**-7.0**	E
PREVIOUS UTILIZATION	0.0	15.9	-15.9	27.7	-6.5	-2.1	-0.7	-2.2	-1.7	-7.4	-7.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	4	5	0	2	1	0	1	1	2	2	G
CURRENT PLAN HIRES	2	2	0	1	0	0	0	0	0	1	0	I
CURRENT PLAN GOALS	**10**	**4**	**6**		**1**	**1**	**1**	**1**	**1**	**2**	**3**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	19	7	12	0	5	1	1	1	1	5	5	O
CURRENT PLAN PROM.	2	2	0	1	0	0	0	0	0	1	0	Q
CURRENT PLAN GOALS	**23**	**12**	**11**		**6**	**1**	**1**	**1**		**10**	**4**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
												V

LABOR MARKET AREA: **NATIONAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **FACULTY**

JOB GROUP: **2C. ASSOCIATE PROFESSOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	61.9	38.1	34.7	22.9	3.4	2.5	3.4	2.5	20.3	10.2	A
WORKFORCE PARITY %	100.0	54.7	45.3	36.2	25.7	1.5	1.9	4.1	3.5	13.0	14.2	B
WORKFORCE NUMBERS	118	73	45	41	27	4	3	4	3	24	12	C
WORKFORCE PARITY #	118	65	53	43	30	2	2	5	4	15	17	D
NET UTILIZATION (+)	**0.0**	**8.4**	**-8.4**	**-1.7**	**-3.3**	**2.2**	**0.7**	**-0.8**	**-1.1**	**8.7**	**-4.7**	E
PREVIOUS UTILIZATION	0.0	8.0	-8.0	0.8	-2.1	2.3	-2.1	-1.0	-0.4	5.5	-3.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	1	1	0	0	0	1	1	0	0	0	G
CURRENT PLAN HIRES	5	2	3	2	1	0	1	0	0	0	1	I
CURRENT PLAN GOALS	**3**	**1**	**2**	**1**	**1**						**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	6	0	6	0	2	0	1	0	0	0	3	O
CURRENT PLAN PROM.	14	9	5	2	3	0	1	1	0	6	1	Q
CURRENT PLAN GOALS	**9**	**2**	**7**	**1**	**2**			**1**	**1**		**4**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X
												V

LABOR MARKET AREA: **NATIONAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **FACULTY**

JOB GROUP: **2D. ASSISTANT PROFESSOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	52.8	47.2	33.8	24.7	1.3	1.7	4.3	3.5	13.4	17.3	A
WORKFORCE PARITY %	100.0	54.7	45.3	37.2	31.3	2.2	3.1	3.3	3.6	12.0	7.3	B
WORKFORCE NUMBERS	231	122	109	78	57	3	4	10	8	31	40	C
WORKFORCE PARITY #	231	126	105	86	72	5	7	8	8	28	17	D
NET UTILIZATION (+)	**0.0**	**-4.3**	**4.3**	**-7.9**	**-15.4**	**-2.0**	**-3.0**	**2.4**	**-0.4**	**3.2**	**23.1**	E
PREVIOUS UTILIZATION	0.0	6.9	-6.9	-10.9	-20.3	-2.3	-1.5	3.2	-0.2	14.7	17.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	33	12	21	10	19	2	2	0	0	0	0	G
CURRENT PLAN HIRES	37	15	22	8	14	0	0	2	1	5	7	I
CURRENT PLAN GOALS	**25**	**9**	**16**	**7**	**13**	**2**	**3**					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	1	1	1	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	7	3	4	1	2	0	0	0	0	2	2	Q
CURRENT PLAN GOALS	**3**	**1**	**2**	**1**	**2**							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **NATIONAL** DATE: May 31, 2018
CATEGORY OR CLASS: **FACULTY**
JOB GROUP: **2E. INSTRUCTOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	34.8	65.2	8.7	30.4	0.0	0.0	13.0	17.4	13.0	17.4	A
WORKFORCE PARITY %	100.0	66.0	34.0	53.6	24.0	2.3	2.7	2.5	2.7	7.6	4.7	B
WORKFORCE NUMBERS	23	8	15	2	7	0	0	3	4	3	4	C
WORKFORCE PARITY #	23	15	8	12	6	1	1	1	1	2	1	D
NET UTILIZATION (+)	0.0	-7.2	7.2	-10.3	1.5	-0.5	-0.6	2.4	3.4	1.3	2.9	E
PREVIOUS UTILIZATION	0.0	-7.2	7.2	-9.2	1.1	-0.5	-0.7	0.4	4.4	0.5	4.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	11	10	1	9	0	1	1	0	0	0	0	G
CURRENT PLAN HIRES	6	3	3	0	3	0	0	2	0	1	0	I
CURRENT PLAN GOALS	12	11	1	10		1	1					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	1	1	0	0	0	0	0	0	0	1	0	Q
CURRENT PLAN GOALS	0	0	0									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3A. REGISTERED NURSE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	18.4	81.6	12.8	57.9	3.9	14.2	1.2	4.2	0.6	5.3	A
WORKFORCE PARITY %	100.0	9.3	90.7	6.4	75.0	1.6	9.5	0.7	3.0	0.7	3.2	B
WORKFORCE NUMBERS	337	62	275	43	195	13	48	4	14	2	18	C
WORKFORCE PARITY #	337	31	306	22	253	5	32	2	10	2	11	D
NET UTILIZATION (+)	**0.0**	**30.7**	**-30.7**	**21.4**	**-57.8**	**7.6**	**16.0**	**1.6**	**3.9**	**-0.4**	**7.2**	E
PREVIOUS UTILIZATION	0.0	15.5	-15.5	18.8	-60.6	8.0	20.9	3.0	4.4	0.4	5.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	61	0	61	0	61	0	0	0	0	0	0	G
CURRENT PLAN HIRES	54	7	47	6	36	1	7	0	1	0	3	I
CURRENT PLAN GOALS	**58**	**0**	**58**		**58**							J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3B. NURSING SUPERVISOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	28.1	71.9	22.9	55.2	2.1	11.5	1.0	2.1	2.1	3.1	A
WORKFORCE PARITY %	100.0	17.2	82.8	11.7	59.9	3.7	13.6	1.2	4.3	0.8	5.0	B
WORKFORCE NUMBERS	96	27	69	22	53	2	11	1	2	2	3	C
WORKFORCE PARITY #	96	17	79	11	57	4	13	1	4	1	5	D
NET UTILIZATION (+)	**0.0**	**10.4**	**-10.4**	**10.8**	**-4.5**	**-1.5**	**-2.0**	**-0.1**	**-2.1**	**1.3**	**-1.8**	E
PREVIOUS UTILIZATION	0.0	12.6	-12.6	11.5	-2.7	-3.1	-1.8	-0.5	-1.9	1.2	-2.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	1	2	0	1	1	0	0	0	0	1	G
CURRENT PLAN HIRES	3	1	2	1	1	0	0	0	0	0	1	I
CURRENT PLAN GOALS	**3**	**1**	**2**			**1**			**1**		**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	11	3	8	0	2	2	2	1	2	0	2	O
CURRENT PLAN PROM.	5	1	4	0	4	1	0	0	0	0	0	Q
CURRENT PLAN GOALS	**10**	**1**	**9**		**5**	**1**	**2**		**1**		**1**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3C. SPECIALIZED NURSES**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	13.7	86.3	13.7	78.4	0.0	0.0	0.0	5.9	0.0	2.0	A
WORKFORCE PARITY %	100.0	10.0	90.1	7.1	75.1	1.4	7.8	0.6	3.0	0.8	4.2	B
WORKFORCE NUMBERS	51	7	44	7	40	0	0	0	3	0	1	C
WORKFORCE PARITY #	51	5	46	4	38	1	4	0	2	0	2	D
NET UTILIZATION (+)	**0.0**	**1.9**	**-1.9**	**3.4**	**1.7**	**-0.7**	**-4.0**	**-0.3**	**1.5**	**-0.4**	**-1.1**	E
PREVIOUS UTILIZATION	0.0	2.1	-2.1	2.3	0.6	-0.6	-3.2	-0.3	1.8	-0.5	-0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	2	1	0	0	1	1	0	0	1	0	G
CURRENT PLAN HIRES	10	1	9	1	9	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**6**	**2**	**4**			**1**	**3**			**1**	**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	0	0	2	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	2	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**1**	**0**	**1**				**1**					R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3D. CLINICAL SUPERVISORS**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	37.5	62.5	31.3	53.1	6.3	3.1	0.0	3.1	0.0	3.1	A
WORKFORCE PARITY %	100.0	16.3	83.7	15.0	70.4	0.5	6.5	0.3	3.5	0.5	3.2	B
WORKFORCE NUMBERS	32	12	20	10	17	2	1	0	1	0	1	C
WORKFORCE PARITY #	32	5	27	5	23	0	2	0	1	0	1	D
NET UTILIZATION (+)	0.0	6.8	-6.8	5.2	-5.5	1.8	-1.1	-0.1	-0.1	-0.2	0.0	E
PREVIOUS UTILIZATION	0.0	4.8	-4.8	4.0	-3.8	1.7	-1.0	-0.2	-0.3	-0.2	-0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	0	3	0	1	0	1	0	1	0	0	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	3	0	3		2		1					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	0	3	0	3	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	1	1	1	0	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	4	0	4		4							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3E. CLINICAL GROUP**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	41.1	58.9	30.2	51.9	1.6	0.8	1.6	3.1	7.8	3.1	A
WORKFORCE PARITY %	100.0	29.8	70.2	22.8	56.3	1.6	4.7	1.5	3.2	3.9	6.1	B
WORKFORCE NUMBERS	129	53	76	39	67	2	1	2	4	10	4	C
WORKFORCE PARITY #	129	38	91	29	73	2	6	2	4	5	8	D
NET UTILIZATION (+)	**0.0**	**14.6**	**-14.6**	**9.6**	**-5.6**	**-0.1**	**-5.1**	**0.1**	**-0.1**	**4.9**	**-3.8**	E
PREVIOUS UTILIZATION	0.0	16.9	-16.9	13.4	-3.7	-0.2	-7.2	-0.2	-1.1	1.7	-2.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	14	0	14	0	3	0	7	0	1	0	3	G
CURRENT PLAN HIRES	11	5	6	2	5	0	1	0	0	3	0	I
CURRENT PLAN GOALS	**14**	**0**	**14**		**5**		**5**				**4**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**1**	**0**	**1**		**1**							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3F. RESEARCH**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	20.6	79.4	15.6	57.4	1.4	5.7	0.7	5.0	2.8	11.3	A
WORKFORCE PARITY %	100.0	55.2	44.9	37.2	29.7	1.7	6.2	2.4	1.5	13.8	7.4	B
WORKFORCE NUMBERS	141	29	112	22	81	2	8	1	7	4	16	C
WORKFORCE PARITY #	141	78	63	52	42	2	9	3	2	19	10	D
NET UTILIZATION (+)	**0.0**	**-48.8**	**48.8**	**-30.5**	**39.1**	**-0.4**	**-0.7**	**-2.4**	**4.9**	**-15.4**	**5.5**	E
PREVIOUS UTILIZATION	0.0	-42.6	42.6	-28.2	32.7	-1.2	-3.0	-2.4	6.7	-12.5	8.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	47	44	3	28	0	1	3	2	0	13	0	G
CURRENT PLAN HIRES	25	4	21	4	15	0	2	0	0	0	4	I
CURRENT PLAN GOALS	**49**	**48**	**1**	**31**			**1**	**2**		**15**		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3G. CLINICAL TECHNOLOGIST**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	22.0	78.0	16.0	72.0	0.0	0.0	0.0	2.0	6.0	4.0	A
WORKFORCE PARITY %	100.0	20.6	79.4	15.2	59.8	1.7	8.6	1.5	4.7	2.2	6.4	B
WORKFORCE NUMBERS	50	11	39	8	36	0	0	0	1	3	2	C
WORKFORCE PARITY #	50	10	40	8	30	1	4	1	2	1	3	D
NET UTILIZATION (+)	**0.0**	**0.7**	**-0.7**	**0.4**	**6.1**	**-0.8**	**-4.3**	**-0.7**	**-1.3**	**1.9**	**-1.2**	E
PREVIOUS UTILIZATION	0.0	0.0	0.0	-0.4	5.2	-0.9	-4.5	-0.8	-1.7	2.0	1.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	2	7	0	0	1	5	1	2	0	0	G
CURRENT PLAN HIRES	7	2	5	1	5	0	0	0	0	1	0	I
CURRENT PLAN GOALS	**8**	**2**	**6**			**1**	**4**	**1**	**1**		**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3H. FINANCE GROUP**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	25.5	74.5	15.7	58.8	3.9	3.9	3.9	3.9	2.0	7.8	A
WORKFORCE PARITY %	100.0	34.3	65.7	28.3	49.7	2.2	7.8	1.3	5.7	2.6	2.6	B
WORKFORCE NUMBERS	51	13	38	8	30	2	2	2	2	1	4	C
WORKFORCE PARITY #	51	18	34	14	25	1	4	1	3	1	1	D
NET UTILIZATION (+)	**0.0**	**-4.5**	**4.5**	**-6.4**	**4.7**	**0.9**	**-2.0**	**1.3**	**-0.9**	**-0.3**	**2.7**	E
PREVIOUS UTILIZATION	0.0	0.7	-0.7	-4.3	2.8	0.7	-2.2	1.4	-2.1	-0.4	4.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	5	3	2	3	0	0	1	0	1	0	0	G
CURRENT PLAN HIRES	2	0	2	0	1	0	0	0	1	0	0	I
CURRENT PLAN GOALS	**6**	**4**	**2**	**4**			**1**		**1**			J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	1	2	1	0	0	1	0	1	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**3**	**2**	**1**	**2**			**1**					R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3I. ADMINISTRATIVE GROUP**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	13.1	86.9	10.2	66.4	0.0	8.0	1.5	8.0	1.5	4.4	A
WORKFORCE PARITY %	100.0	23.4	76.6	19.8	63.1	1.3	6.3	0.9	5.1	1.5	2.2	B
WORKFORCE NUMBERS	137	18	119	14	91	0	11	2	11	2	6	C
WORKFORCE PARITY #	137	32	105	27	86	2	9	1	7	2	3	D
NET UTILIZATION (+)	**0.0**	**-14.0**	**14.0**	**-13.1**	**4.6**	**-1.7**	**2.4**	**0.8**	**4.0**	**0.0**	**3.0**	E
PREVIOUS UTILIZATION	0.0	-11.6	11.6	-14.9	6.2	-2.2	1.0	0.5	5.6	-0.1	3.9	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	10	0	9	0	1	0	0	0	0	0	G
CURRENT PLAN HIRES	4	1	3	1	3	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**9**	**9**	**0**	**7**		**2**						J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	7	0	6	0	1	0	0	0	0	0	O
CURRENT PLAN PROM.	14	3	11	3	8	0	2	0	0	0	1	Q
CURRENT PLAN GOALS	**6**	**6**	**0**	**6**								R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3J. ADMINISTRATIVE PROGRAM COORDINATOR**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	5.5	94.5	5.5	83.5	0.0	2.8	0.0	6.4	0.0	1.8	A
WORKFORCE PARITY %	100.0	13.6	86.4	8.5	71.9	1.4	2.9	3.2	7.7	0.5	3.9	B
WORKFORCE NUMBERS	109	6	103	6	91	0	3	0	7	0	2	C
WORKFORCE PARITY #	109	15	94	9	78	2	3	3	8	1	4	D
NET UTILIZATION (+)	**0.0**	**-8.8**	**8.8**	**-3.3**	**12.6**	**-1.5**	**-0.2**	**-3.5**	**-1.4**	**-0.5**	**-2.3**	E
PREVIOUS UTILIZATION	0.0	-12.8	12.8	-5.5	13.2	-1.1	2.7	-2.9	-3.1	-0.5	-2.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	9	1	5	0	1	0	2	0	1	1	G
CURRENT PLAN HIRES	5	1	4	1	4	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**9**	**9**	**0**	**3**		**2**		**3**		**1**		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	2	5	1	0	0	0	1	3	0	2	O
CURRENT PLAN PROM.	8	0	8	0	4	0	0	0	3	0	1	Q
CURRENT PLAN GOALS	**4**	**1**	**3**					**1**	**1**		**2**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3K. SOCIAL WORKER**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	17.9	82.1	17.9	61.1	0.0	15.8	0.0	3.2	0.0	2.1	A
WORKFORCE PARITY %	100.0	22.8	77.2	13.6	51.1	5.7	15.2	3.0	9.5	0.5	1.4	B
WORKFORCE NUMBERS	95	17	78	17	58	0	15	0	3	0	2	C
WORKFORCE PARITY #	95	22	73	13	49	5	14	3	9	0	1	D
NET UTILIZATION (+)	**0.0**	**-4.7**	**4.7**	**4.0**	**9.4**	**-5.4**	**0.5**	**-2.9**	**-6.0**	**-0.5**	**0.7**	E
PREVIOUS UTILIZATION	0.0	-5.6	5.6	4.4	12.5	-4.5	-3.1	-2.9	-6.6	-0.5	0.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	19	9	10	0	0	5	3	3	7	1	0	G
CURRENT PLAN HIRES	6	0	6	0	2	0	3	0	1	0	0	I
CURRENT PLAN GOALS	**15**	**9**	**6**			**5**		**3**	**6**	**1**		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3L. TECHNICAL PROFESSIONAL**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	55.3	44.7	47.9	35.8	4.2	2.1	1.1	1.6	2.1	5.3	A
WORKFORCE PARITY %	100.0	67.8	32.2	51.4	26.2	5.1	3.0	5.4	1.1	6.0	1.9	B
WORKFORCE NUMBERS	190	105	85	91	68	8	4	2	3	4	10	C
WORKFORCE PARITY #	190	129	61	98	50	10	6	10	2	11	4	D
NET UTILIZATION (+)	**0.0**	**-23.9**	**23.9**	**-6.6**	**18.2**	**-1.7**	**-1.7**	**-8.2**	**1.0**	**-7.4**	**6.4**	E
PREVIOUS UTILIZATION	-0.1	-12.3	12.2	-6.3	17.3	-3.6	-1.3	-6.0	0.8	-6.3	5.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	16	16	0	4	0	3	0	4	0	5	0	G
CURRENT PLAN HIRES	6	4	2	3	2	1	0	0	0	0	0	I
CURRENT PLAN GOALS	**18**	**17**	**1**	**4**		**2**	**1**	**6**		**5**		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	6	1	2	0	1	1	2	0	1	0	O
CURRENT PLAN PROM.	3	1	2	1	1	0	0	0	0	0	1	Q
CURRENT PLAN GOALS	**8**	**7**	**1**	**3**		**0**	**1**	**2**		**2**		R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

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CATEGORY OR CLASS: **PROFESSIONAL/NON-FACULTY**

JOB GROUP: **3M. NURSE PRACTITIONER**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	3.9	96.1	1.3	84.2	0.0	7.9	0.0	0.0	2.6	3.9	A
WORKFORCE PARITY %	100.0	41.2	58.8	34.4	39.2	4.9	12.4	1.5	3.8	0.3	3.4	B
WORKFORCE NUMBERS	76	3	73	1	64	0	6	0	0	2	3	C
WORKFORCE PARITY #	76	31	45	26	30	4	9	1	3	0	3	D
NET UTILIZATION (+)	**0.0**	**-28.3**	**28.3**	**-25.2**	**34.2**	**-3.7**	**-3.4**	**-1.1**	**-2.9**	**1.7**	**0.4**	E
PREVIOUS UTILIZATION	0.0	-22.1	22.1	-23.2	32.5	-4.2	-3.9	-0.2	-1.6	0.7	0.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	31	26	5	22	0	4	3	0	2	0	0	G
CURRENT PLAN HIRES	13	1	12	0	9	0	2	0	0	1	1	I
CURRENT PLAN GOALS	**32**	**28**	**4**	**24**		**3**	**2**	**1**	**2**			J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	1	1	1	0	0	1	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**4**	**2**	**2**	**1**		**1**	**1**		**1**			R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4A. OFFICE ASSISTANT**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	7.4	92.6	3.7	63.0	1.9	7.4	1.9	20.4	0.0	1.9	A
WORKFORCE PARITY %	100.0	8.7	91.3	3.1	60.6	0.8	11.9	0.6	10.2	4.2	8.7	B
WORKFORCE NUMBERS	54	4	50	2	34	1	4	1	11	0	1	C
WORKFORCE PARITY #	54	5	49	2	33	0	6	0	6	2	5	D
NET UTILIZATION (+)	**0.0**	**-0.7**	**0.7**	**0.3**	**1.3**	**0.6**	**-2.4**	**0.7**	**5.5**	**-2.2**	**-3.7**	E
PREVIOUS UTILIZATION	0.0	0.5	-0.5	-0.2	-7.6	0.5	0.0	0.6	6.5	-0.2	0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	3	0	3	0	3	0	0	0	0	0	0	G
CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**3**	**1**	**2**				**1**			**1**	**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	5	0	5	0	5	0	0	0	0	0	0	O
CURRENT PLAN PROM.	11	0	11	0	8	0	1	0	2	0	0	Q
CURRENT PLAN GOALS	**5**	**1**	**4**				**1**			**1**	**3**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4B. PATIENT SERVICES REPRESENTATIVE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	3.7	96.3	1.9	69.2	0.0	14.0	0.0	12.1	1.9	0.9	A
WORKFORCE PARITY %	100.0	22.1	77.9	16.9	50.4	3.5	14.6	0.5	11.8	1.1	1.1	B
WORKFORCE NUMBERS	107	4	103	2	74	0	15	0	13	2	1	C
WORKFORCE PARITY #	107	24	83	18	54	4	16	1	13	1	1	D
NET UTILIZATION (+)	**0.0**	**-19.6**	**19.6**	**-16.1**	**20.1**	**-3.8**	**-0.7**	**-0.5**	**0.4**	**0.8**	**-0.2**	E
PREVIOUS UTILIZATION	0.0	-14.8	14.8	-14.8	23.4	-3.2	-2.4	-0.5	-2.2	0.9	-1.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	17	17	0	15	0	2	0	0	0	0	0	G
CURRENT PLAN HIRES	7	0	7	0	3	0	1	0	2	0	1	I
CURRENT PLAN GOALS	**20**	**19**	**1**	**15**		**4**	**1**					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	2	5	0	0	1	2	1	2	0	1	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**2**	**2**	**0**	**1**				**1**				R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

There are only 2 underutilized employees in our promotable pool.

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4C. CLERK AND CLERK TYPIST**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	11.1	88.9	7.4	57.4	0.0	13.0	1.9	11.1	1.9	7.4	A
WORKFORCE PARITY %	100	32.4	67.6	24.6	42.5	5.5	16.3	0.7	8.3	1.6	0.4	B
WORKFORCE NUMBERS	54	6	48	4	31	0	7	1	6	1	4	C
WORKFORCE PARITY #	54	17	37	13	23	3	9	0	5	1	0	D
NET UTILIZATION (+)	**0.0**	**-11.5**	**11.5**	**-9.3**	**8.0**	**-3.0**	**-1.8**	**0.6**	**1.5**	**0.1**	**3.8**	E
PREVIOUS UTILIZATION	0.0	-12.9	12.9	-9.4	9.3	-3.3	0.0	0.7	1.2	-1.1	2.7	F
HIRING GOALS												
PREVIOUS GOALS SHORT	13	13	0	9	0	3	0	0	0	1	0	G
CURRENT PLAN HIRES	13	1	12	1	6	0	2	0	3	0	1	I
CURRENT PLAN GOALS	**14**	**12**	**2**	**9**		**3**	**2**					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4D. SECRETARIAL/CLERICAL**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	11.2	88.8	6.3	61.7	1.5	11.7	2.4	14.1	1.0	1.5	A
WORKFORCE PARITY %	100.0	12.2	87.8	7.9	63.2	2.3	12.0	1.7	10.7	0.3	1.9	B
WORKFORCE NUMBERS	206	23	183	13	127	3	24	5	29	2	3	C
WORKFORCE PARITY #	206	25	181	16	130	5	25	4	22	1	4	D
NET UTILIZATION (+)	**0.0**	**-2.2**	**2.2**	**-3.2**	**-3.2**	**-1.7**	**-0.7**	**1.4**	**7.0**	**1.3**	**-0.9**	E
PREVIOUS UTILIZATION	0.0	-22.8	22.8	-5.1	-2.9	-1.1	-0.2	1.3	5.5	2.3	0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	7	5	2	4	2	1	0	0	0	0	0	G
CURRENT PLAN HIRES	24	2	22	1	13	0	1	1	7	0	1	I
CURRENT PLAN GOALS	**7**	**3**	**4**	**2**	**2**	**1**	**1**				**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	1	1	1	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	8	2	6	2	5	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	**3**	**2**	**1**	**1**	**1**	**1**						R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL** DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4E. ADMINISTRATIVE PROGRAM ASSISTANT 1**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	18.8	81.3	12.5	62.5	0.0	12.5	6.3	6.3	0.0	0.0	A
WORKFORCE PARITY %	100.0	5.2	94.8	3.5	70.9	0.6	12.1	1.0	9.6	0.1	2.3	B
WORKFORCE NUMBERS	16	3	13	2	10	0	2	1	1	0	0	C
WORKFORCE PARITY #	16	1	15	1	11	0	2	0	2	0	0	D
NET UTILIZATION (+)	**0.0**	**2.2**	**-2.2**	**1.4**	**-1.3**	**-0.1**	**0.1**	**0.8**	**-0.5**	**0.0**	**-0.4**	E
PREVIOUS UTILIZATION	0.0	1.7	-1.7	1.5	-1.8	-0.1	0.2	0.8	-0.4	0.0	-0.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	2	0	2	0	1	0	0	0	1	0	0	G
CURRENT PLAN HIRES	4	1	3	1	3	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**3**	**0**	**3**		**1**				**1**		**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018

CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**

JOB GROUP: **4F. ADMINISTRATIVE PROGRAM ASSISTANT 2**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	2.1	97.9	0.0	85.1	0.0	0.0	2.1	8.5	0.0	4.3	A
WORKFORCE PARITY %	100	8.9	91.1	6.1	69.8	0.3	12.7	2.5	7.4	0.1	1.2	B
WORKFORCE NUMBERS	47	1	46	0	40	0	0	1	4	0	2	C
WORKFORCE PARITY #	47	4	43	3	33	0	6	1	3	0	1	D
NET UTILIZATION (+)	**0.0**	**-3.2**	**3.2**	**-2.9**	**7.2**	**-0.1**	**-6.0**	**-0.2**	**0.5**	**0.0**	**1.4**	E
PREVIOUS UTILIZATION	0.0	-2.0	2.0	-3.2	12.2	-0.2	-8.4	-0.8	-0.9	-0.1	1.3	F
HIRING GOALS												
PREVIOUS GOALS SHORT	9	2	7	1	0	0	6	1	1	0	0	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**6**	**2**	**4**	**2**			**4**					J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	4	2	2	2	0	0	2	0	0	0	0	O
CURRENT PLAN PROM.	1	0	1	0	1	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**3**	**1**	**2**	**1**			**2**					R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018
CATEGORY OR CLASS: **SECRETARIAL/CLERICAL**
JOB GROUP: **4G. CLINIC OFFICE ASSISTANT**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	1.3	98.7	0.6	60.3	0.0	15.4	0.6	20.5	0.0	2.6	A
WORKFORCE PARITY %	100.0	8.4	91.6	5.0	61.5	1.7	13.2	1.5	14.7	0.2	2.2	B
WORKFORCE NUMBERS	156	2	154	1	94	0	24	1	32	0	4	C
WORKFORCE PARITY #	156	13	143	8	96	3	21	2	23	0	3	D
NET UTILIZATION (+)	**0.0**	**-11.2**	**11.2**	**-6.9**	**-1.9**	**-2.7**	**3.4**	**-1.4**	**9.0**	**-0.2**	**0.6**	E
PREVIOUS UTILIZATION	0.0	-16.9	16.9	-8.1	9.2	-2.1	-0.1	-1.9	3.5	-0.7	0.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	6	0	4	0	1	0	1	0	0	0	G
CURRENT PLAN HIRES	13	1	12	1	3	0	2	0	7	0	0	I
CURRENT PLAN GOALS	**7**	**6**	**1**	**3**	**1**	**2**		**1**				J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	7	7	0	4	0	1	0	1	0	1	0	O
CURRENT PLAN PROM.	9	0	9	0	5	0	1	0	2	0	1	Q
CURRENT PLAN GOALS	**6**	**5**	**1**	**4**	**1**	**1**						R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5A. CLINICAL/PARAPROFESSIONAL**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	26.5	73.5	8.8	38.2	14.7	14.7	2.9	20.6	0.0	0.0	A
WORKFORCE PARITY %	100.0	14.9	85.1	7.7	63.7	4.5	11.3	1.6	7.7	1.2	2.3	B
WORKFORCE NUMBERS	34	9	25	3	13	5	5	1	7	0	0	C
WORKFORCE PARITY #	34	5	29	3	22	2	4	1	3	0	1	D
NET UTILIZATION (+)	0.0	3.9	-3.9	0.4	-8.7	3.5	1.2	0.5	4.4	-0.4	-0.8	E
PREVIOUS UTILIZATION	0.0	6.9	-6.9	2.3	-9.6	2.4	1.8	0.5	3.8	-0.4	-0.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	11	0	11	0	10	0	0	0	0	0	1	G
CURRENT PLAN HIRES	3	1	2	0	1	1	0	0	1	0	0	I
CURRENT PLAN GOALS	10	0	10		9						1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5B. TECHNICAL/PARAPROFESSIONAL**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	37.7	62.3	26.3	47.3	3.6	6.0	6.0	5.4	1.8	3.6	A
WORKFORCE PARITY %	100	16.6	83.4	7.8	63.3	6.4	10.3	1.4	7.7	1.1	2.1	B
WORKFORCE NUMBERS	167	63	104	44	79	6	10	10	9	3	6	C
WORKFORCE PARITY #	167	28	139	13	106	11	17	2	13	2	4	D
NET UTILIZATION (+)	**0.0**	**35.2**	**-35.2**	**30.9**	**-26.6**	**-4.6**	**-7.2**	**7.7**	**-3.8**	**1.1**	**2.5**	E
PREVIOUS UTILIZATION	0.0	28.6	-28.6	28.8	-28.2	-2.9	-5.7	7.7	-2.0	0.0	2.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	37	3	34	0	26	3	6	0	2	0	0	G
CURRENT PLAN HIRES	19	10	9	7	9	2	0	0	0	1	0	I
CURRENT PLAN GOALS	**38**	**4**	**34**		**25**	**4**	**6**		**3**			J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	2	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**5**	**1**	**4**		**2**	**1**	**1**		**1**			R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**　　　　　　　　　　　　　　　　　　　　　　　　　DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5C. HEALTH CARE SUPPORT**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	20.4	79.6	13.3	51.3	1.8	10.6	1.8	10.6	3.5	7.1	A
WORKFORCE PARITY %	100.0	12.4	87.6	9.7	57.5	0.6	12.0	0.5	16.7	1.7	1.4	B
WORKFORCE NUMBERS	113	23	90	15	58	2	12	2	12	4	8	C
WORKFORCE PARITY #	113	14	99	11	65	1	14	1	19	2	2	D
NET UTILIZATION (+)	**0.0**	**9.0**	**-9.0**	**4.1**	**-6.9**	**1.3**	**-1.6**	**1.5**	**-6.9**	**2.1**	**6.4**	E
PREVIOUS UTILIZATION	0.1	9.0	-8.8	5.0	-8.0	2.2	-1.6	1.5	-8.6	2.3	7.5	F
HIRING GOALS												
PREVIOUS GOALS SHORT	17	0	17	0	7	0	2	0	8	0	0	G
CURRENT PLAN HIRES	13	0	13	0	9	0	0	0	4	0	0	I
CURRENT PLAN GOALS	**14**	**0**	**14**		**6**		**2**		**6**			J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	0	2	0	1	0	0	0	1	0	0	O
CURRENT PLAN PROM.	2	0	2	0	1	0	1	0	0	0	0	Q
CURRENT PLAN GOALS	**2**	**0**	**2**		**1**				**1**			R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5D. MEDICAL ASSISTANTS**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	5.6	94.4	2.2	56.7	1.1	14.6	1.7	21.3	0.6	1.7	A
WORKFORCE PARITY %	100.0	11.3	88.7	6.1	52.1	3.0	21.3	1.3	11.7	0.9	3.6	B
WORKFORCE NUMBERS	178	10	168	4	101	2	26	3	38	1	3	C
WORKFORCE PARITY #	178	20	158	11	93	5	38	2	21	2	6	D
NET UTILIZATION (+)	**0.0**	**-10.1**	**10.1**	**-6.9**	**8.3**	**-3.3**	**-11.9**	**0.7**	**17.2**	**-0.6**	**-3.5**	E
PREVIOUS UTILIZATION	0.0	-8.0	8.0	-6.3	7.4	-2.8	-8.6	1.1	13.5	-0.4	-3.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	19	8	11	6	0	2	8	0	0	0	3	G
CURRENT PLAN HIRES	23	2	21	2	12	0	0	0	7	0	2	I
CURRENT PLAN GOALS	**24**	**10**	**14**	**6**		**3**	**11**			**1**	**3**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	3	1	2	0	0	1	1	0	0	0	1	O
CURRENT PLAN PROM.	2	0	2	0	0	0	1	0	1	0	0	Q
CURRENT PLAN GOALS	**3**	**1**	**2**	**1**			**1**				**1**	R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**
JOB GROUP: **5E. PARAPROFESSIONAL/ADMINISTRATIVE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	42.9	57.1	31.2	49.4	5.2	3.9	3.9	0.0	2.6	3.9	A
WORKFORCE PARITY %	100.0	36.3	63.7	29.6	51.3	2.2	5.7	2.0	5.1	2.4	1.6	B
WORKFORCE NUMBERS	77	33	44	24	38	4	3	3	0	2	3	C
WORKFORCE PARITY #	77	28	49	23	40	2	4	2	4	2	1	D
NET UTILIZATION (+)	**0.0**	**5.0**	**-5.0**	**1.2**	**-1.5**	**2.3**	**-1.4**	**1.5**	**-4.0**	**0.1**	**1.8**	E
PREVIOUS UTILIZATION	0.0	2.6	-2.6	-4.4	5.4	0.6	-1.1	0.9	-1.9	-1.3	2.0	F
HIRING GOALS												
PREVIOUS GOALS SHORT	6	4	2	3	0	0	1	0	1	1	0	G
CURRENT PLAN HIRES	9	6	3	5	3	0	0	0	0	1	0	I
CURRENT PLAN GOALS	**6**	**1**	**5**		**1**		**1**		**3**	**1**		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	1	1	1	0	0	0	0	1	0	0	O
CURRENT PLAN PROM.	3	2	1	0	1	2	0	0	0	0	0	Q
CURRENT PLAN GOALS	**2**	**0**	**2**		**1**				**1**			R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5F. DENTAL ASSISTANT**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	1.9	98.1	1.9	65.4	0.0	11.5	0.0	21.2	0.0	0.0	A
WORKFORCE PARITY %	100.0	4.4	95.6	1.6	69.3	1.4	10.9	1.3	13.6	0.0	1.8	B
WORKFORCE NUMBERS	52	1	51	1	34	0	6	0	11	0	0	C
WORKFORCE PARITY #	52	2	50	1	36	1	6	1	7	0	1	D
NET UTILIZATION (+)	**0.0**	**-1.3**	**1.3**	**0.2**	**-2.0**	**-0.7**	**0.3**	**-0.7**	**3.9**	**0.0**	**-0.9**	E
PREVIOUS UTILIZATION	0.0	-3.1	3.1	-0.9	2.0	-0.8	0.5	-0.6	0.7	0.0	-0.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	4	3	1	1	0	1	0	1	0	0	1	G
CURRENT PLAN HIRES	8	1	7	1	4	0	0	0	3	0	0	I
CURRENT PLAN GOALS	**5**	**2**	**3**		**2**	**1**		**1**			**1**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **STATE**   DATE: May 31, 2018

CATEGORY OR CLASS: **TECHNICAL/PARAPROFESSIONAL**

JOB GROUP: **5G. LICENSED PRACTICAL NURSE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	13.5	86.5	6.7	39.4	4.8	41.3	1.9	5.8	0.0	0.0	A
WORKFORCE PARITY %	100.0	6.4	93.6	4.5	68.7	0.8	18.1	0.9	4.3	0.2	2.6	B
WORKFORCE NUMBERS	104	14	90	7	41	5	43	2	6	0	0	C
WORKFORCE PARITY #	104	7	97	5	71	1	19	1	4	0	3	D
NET UTILIZATION (+)	**0.0**	**7.4**	**-7.4**	**2.3**	**-30.4**	**4.2**	**24.2**	**1.1**	**1.6**	**-0.2**	**-2.7**	E
PREVIOUS UTILIZATION	0.0	10.2	-10.2	3.0	-30.0	4.0	25.0	1.0	0.0	-0.2	-2.8	F
HIRING GOALS												
PREVIOUS GOALS SHORT	33	0	33	0	30	0	0	0	0	0	3	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	**33**	**0**	**33**		**30**						**3**	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	**0**	**0**	**0**									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**   DATE: May 31, 2018
CATEGORY OR CLASS: **SKILLED CRAFT**
JOB GROUP: **6A. QUALIFIED CRAFT WORKERS**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	100.0	0.0	86.8	0.0	5.3	0.0	7.9	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	84.7	15.3	64.8	11.0	7.7	1.1	10.2	2.5	2.1	0.6	B
WORKFORCE NUMBERS	38	38	0	33	0	2	0	3	0	0	0	C
WORKFORCE PARITY #	38	32	6	25	4	3	0	4	1	1	0	D
NET UTILIZATION (+)	0.0	5.8	-5.8	8.4	-4.2	-0.9	-0.4	-0.9	-1.0	-0.8	-0.2	E
PREVIOUS UTILIZATION	0.0	3.2	-3.2	7.7	-3.5	-1.7	-0.4	-0.5	-0.9	-0.7	-0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	8	3	5	0	3	1	1	1	1	1	0	G
CURRENT PLAN HIRES	5	5	0	5	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	7	3	4		2	1	1	1	1	1		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	2	1	1	0	1	1	0	0	0	0	0	O
CURRENT PLAN PROM.	2	2	0	1	0	1	0	0	0	0	0	Q
CURRENT PLAN GOALS	2	0	2		2							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

CATEGORY OR CLASS: **PROTECTIVE SERVICES**
JOB GROUP: **7A. PROTECTIVE SERVICES**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	100.0	0.0	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	A
WORKFORCE PARITY %	100.0	81.5	18.5	50.1	8.3	18.6	4.9	11.0	4.5	1.8	0.8	B
WORKFORCE NUMBERS	2	2	0	1	0	0	0	1	0	0	0	C
WORKFORCE PARITY #	2	2	0	1	0	0	0	0	0	0	0	D
NET UTILIZATION (+)	0.0	0.4	-0.4	0.0	-0.2	-0.4	-0.1	0.8	-0.1	0.0	0.0	E
PREVIOUS UTILIZATION	0.0	4.3	-4.3	8.4	-1.0	-2.8	-2.6	-0.2	-0.7	-0.8	-0.4	F
HIRING GOALS												
PREVIOUS GOALS SHORT	10	4	6	0	1	3	3	0	1	1	1	G
CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	I
CURRENT PLAN GOALS	1	1	0			1						J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL** DATE: May 31, 2018
CATEGORY OR CLASS: **SERVICE/MAINTENANCE**
JOB GROUP: **7B. CUSTODIAN**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	30.8	69.2	11.5	51.9	5.8	3.8	13.5	11.5	0.0	1.9	A
WORKFORCE PARITY %	100.0	59.9	40.1	32.7	19.1	9.3	7.9	15.6	11.2	2.4	1.8	B
WORKFORCE NUMBERS	52	16	36	6	27	3	2	7	6	0	1	C
WORKFORCE PARITY #	52	31	21	17	10	5	4	8	6	1	1	D
NET UTILIZATION (+)	0.0	-15.2	15.2	-11.0	17.1	-1.9	-2.1	-1.1	0.2	-1.2	0.0	E
PREVIOUS UTILIZATION	0.0	-13.3	13.3	-8.8	16.0	-1.9	-2.1	-2.0	0.0	-1.2	0.1	F
HIRING GOALS												
PREVIOUS GOALS SHORT	16	14	2	9	0	2	2	2	0	1	0	G
CURRENT PLAN HIRES	4	1	3	0	3	0	0	1	0	0	0	I
CURRENT PLAN GOALS	17	15	2	11		2	2	1		1		J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	0	0	0	0	0	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	0	0	0									R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X

LABOR MARKET AREA: **LOCAL**　　　　　　　　　　　　　　　　　　　　　　　　　　　DATE: May 31, 2018

CATEGORY OR CLASS: **SERVICE/MAINTENANCE**

JOB GROUP: **7C. OTHER SERVICES/MAINTENANCE**

UTILIZATION ANALYSIS	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNPI MALE	AAIANHNPI FEMALE	
WORKFORCE %	100.0	73.1	26.9	51.9	17.3	8.7	1.9	11.5	6.7	1.0	1.0	A
WORKFORCE PARITY %	100.0	59.3	40.7	40.0	26.4	8.5	5.8	9.9	6.6	0.8	1.9	B
WORKFORCE NUMBERS	104	76	28	54	18	9	2	12	7	1	1	C
WORKFORCE PARITY #	104	62	42	42	27	9	6	10	7	1	2	D
NET UTILIZATION (+)	0.0	14.3	-14.3	12.4	-9.5	0.1	-4.0	1.7	0.1	0.1	-0.9	E
PREVIOUS UTILIZATION	0.0	15.4	-15.4	10.7	-10.2	-0.7	-2.7	0.4	1.4	1.0	0.2	F
HIRING GOALS												
PREVIOUS GOALS SHORT	13	1	12	0	9	1	3	0	0	0	0	G
CURRENT PLAN HIRES	13	11	2	5	2	2	0	4	0	0	0	I
CURRENT PLAN GOALS	14	0	14		9		4				1	J
PROMOTION GOALS												
PREVIOUS GOALS TOTAL	1	0	1	0	1	0	0	0	0	0	0	O
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	Q
CURRENT PLAN GOALS	1	0	1		1							R
UPWARD/CAREER MOBILITY GOALS												U
PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	V
CURRENT PLAN PROM.	0	0	0	0	0	0	0	0	0	0	0	W
CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	X