

AVAILABILITY ANALYSIS
(Section 46a-68-84)
September 2020

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

The reason for weighting the promotable pool data for the University Director position is not clear. Forty-five percent is the highest value weight given to an of the factors, but the reason for weighting the factor is that it is a lower value weight since availability data is general in nature.

The reason for weighting the promotable pool data for Registered Nurse and Research Professional Non-faculty is not accurate. The Commission on Human Rights and opportunities does not say that promotions can only occur within the category. Promotions can only occur from the outside the category being analyzed to be an availability base factor.

In this *Plan* year, the reason for weighting the promotable pool data for all occupational categories was reviewed and updated to be clear and accurate.

Subsection (a)

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.

Subsection (b)

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

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

The predominantly weighted factors were:

- Those employed, with requisite skills in the immediate labor market area (local, state, national as appropriate).
- Those unemployed with requisite skills in the immediate labor market area.
- Those employees currently in the workforce who are promotable and transferable.
- 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.

Subsection (c)

In calculating availability, the following data elements were considered:

- Connecticut Occupational Statistics 2000 of the Civilian Labor Forces Census of Population and Housing EEO File. **Exhibit #1**
- Connecticut Labor Force Data for Affirmative Action Plans, 1st Quarter 2020. **Exhibit #2**
- Percentage of promotable and transferable employees in a relevant feeder group for each job classification.
- U.S. Department of Education National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS) tables: **Exhibit #3**
 - Employees in Degree-Granting Institutions by Race/Ethnicity, Primary Occupation, Sex, Employment Status, and Control and Type of Institution;
 - Full-Time Faculty in Degree-Granting Post-Secondary Institutions by Race/Ethnicity, Sex and Academic Rank
 - Degrees Conferred to Males and Females by Postsecondary Institutions in Selected Professional Fields by Race/Ethnicity and Field of Study

Subsection (d)

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

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

Subsection (e)

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

Subsection (f)

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

Subsection (g)

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

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

MAY 31, 2020

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	0.05	2.8	43.2	0.05	2.2	51.5	0.05	2.6	37.9	0.05	1.9	1.7	0.05	0.1	2.4	0.05	0.1
Unemployment	49.3	0.05	2.5	50.7	0.05	2.5	36.3	0.05	1.8	35.5	0.05	1.8	4.0	0.05	0.2	5.0	0.05	0.3
Promotable Pool	34.4	0.35	12.0	65.6	0.35	23.0	31.3	0.35	10.9	56.3	0.35	19.7	3.1	0.35	1.1	3.1	0.35	1.1
National Education Data	43.1	0.55	23.7	56.9	0.55	31.3	34.5	0.55	19.0	42.9	0.55	23.6	3.9	0.55	2.1	7.0	0.55	3.8
FINAL AVAIL. FACTOR				41.0			59.0			34.3			47.0			3.5		5.3

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	1.9	0.05	0.1	1.3	0.05	0.1	1.8	0.05	0.1	1.6	0.05	0.1						
Unemployment	7.2	0.05	0.4	8.1	0.05	0.4	1.8	0.05	0.1	2.1	0.05	0.1						
Promotable Pool	0.0	0.35	0.0	6.3	0.35	2.2	0.0	0.35	0.0	0.0	0.35	0.0						
National Education Data	2.6	0.55	1.4	4.1	0.55	2.3	2.1	0.55	1.2	2.9	0.55	1.6						
FINAL AVAIL. FACTOR				1.9			5.0			1.4			1.8					100.2

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)									5% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 11.90 Other Management Occupations									5% Positions are filled by unemployed jobseekers.								
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2018 Management - Table 314.40 Table was prepared November 2019									55% Weight based on national scope of recruitment searches in this category.								
Promotable Pool	Promotions occur from employees in University Director title.									35% Positions are filled by promotions into category from University Director positions.								

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

MAY 31, 2020

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 Specialties 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 - 1st Qtr 2020	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	3846	1895	1951	1395	1365	154	194	275	313	71	79
PERCENTAGE	100.0	49.3	50.7	36.3	35.5	4.0	5.0	7.2	8.1	1.8	2.1

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
University Director	32	11	21	10	18	1	1	0	2	0	0
TOTAL	32.0	11	21	10	18	1	1	0	2	0	0
PERCENTAGE	100.0	34.4	65.6	31.3	56.3	3.1	3.1	0.0	6.3	0.0	0.0

National Education Data Table 314.40 - Fall 2018, Management	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
251877	108597	143280	86,797	108,045	9,816	17,524	6,600	10,379	5,384	7,332	
PERCENTAGE	100.0	43.1	56.9	34.5	42.9	3.9	7.0	2.6	4.1	2.1	2.9

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

MAY 31, 2020

OCC. CATEGORY: **1. EXECUTIVE/ADMINISTRATIVE**
 TITLE: **1B. UNIVERSITY 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	17.7	44.3	0.35	15.5	44.7	0.35	15.7	1.7	0.35	0.6	2.9	0.35	1.0
Unemployment	49.3	0.05	2.5	50.7	0.05	2.5	36.3	0.05	1.8	35.5	0.05	1.8	4.0	0.05	0.2	5.0	0.05	0.3
Promotable Pool	11.1	0.40	4.4	88.9	0.40	35.6	11.1	0.40	4.4	83.3	0.40	33.3	0.0	0.40	0.0	0.0	0.40	0.0
National Education Data	43.1	0.20	8.6	56.9	0.20	11.4	34.5	0.20	6.9	42.9	0.20	8.6	3.9	0.20	0.8	7.0	0.20	1.4
FINAL AVAIL. FACTOR			32.8			67.2			28.6			59.4			1.6			2.7
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	0.5	1.7	0.35	0.6	1.7	0.35	0.6						
Unemployment	7.2	0.05	0.4	8.1	0.05	0.4	1.8	0.05	0.1	2.1	0.05	0.1						
Promotable Pool	0.0	0.40	0.0	5.6	0.40	2.2	0.0	0.40	0.0	0.0	0.40	0.0						
National Education Data	2.6	0.20	0.5	4.1	0.20	0.8	2.1	0.20	0.4	2.9	0.20	0.6						
FINAL AVAIL. FACTOR			1.5			3.9			1.1			1.3						100.1
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% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 11.90 Other Management Occupations										5% Positions are filled by unemployed jobseekers.							
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2018 Management - Table 314.40 Table was prepared November 2019										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% Positions are filled by promotions into category from the employees in the titles listed below.							

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY: **1. EXECUTIVE/ADMINISTRATIVE**
TITLE: **1B. UNIVERSTY DIRECTOR**

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
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 - 1st Qtr 2020	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
SOC Code 11.90											
PERCENTAGE	100.0	49.3	50.7	36.3	35.5	4.0	5.0	7.2	8.1	1.8	2.1

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
Academic Administrative Manager	6	2	4	2	4	0	0	0	0	0	0
Nurse Manager	12	0	12	0	11	0	0	0	1	0	0
TOTAL	18	2	16	2	15	0	0	0	1	0	0
PERCENTAGE	100.0	11.1	88.9	11.1	83.3	0.0	0.0	0.0	5.6	0.0	0.0

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
National Education Data Table 314.40 - Fall 2018, Management											
PERCENTAGE	100.0	43.1	56.9	34.5	42.9	3.9	7.0	2.6	4.1	2.1	2.9

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

MAY 31, 2020

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	0.25	9.9	60.2	0.25	15.1	34.8	0.25	8.7	53.6	0.25	13.4	2.2	0.25	0.6	3.4	0.25	0.8
Unemployment	49.3	0.05	2.5	50.7	0.05	2.5	36.3	0.05	1.8	35.5	0.05	1.8	4.0	0.05	0.2	5.0	0.05	0.3
Promotable Pool	9.1	0.40	3.6	90.9	0.40	36.4	9.1	0.40	3.6	72.7	0.40	29.1	0.0	0.40	0.0	9.1	0.40	3.6
National Education Data	43.1	0.30	12.9	56.9	0.30	17.1	34.5	0.30	10.3	42.9	0.30	12.9	3.9	0.30	1.2	7.0	0.30	2.1
FINAL AVAIL. FACTOR			28.9			71.1			24.4			57.2			2.0			6.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	1.6	0.25	0.4	1.7	0.25	0.4	1.2	0.25	0.3	1.6	0.25	0.4						
Unemployment	7.2	0.05	0.4	8.1	0.05	0.4	1.8	0.05	0.1	2.1	0.05	0.1						
Promotable Pool	0.0	0.40	0.0	4.5	0.40	1.8	0.0	0.40	0.0	4.5	0.40	1.8						
National Education Data	2.6	0.30	0.8	4.1	0.30	1.2	2.1	0.30	0.6	2.9	0.30	0.9						
FINAL AVAIL. FACTOR			1.6			3.8			1.0			3.2						100.0

FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation 2nd Otr 2015-Statewide									25% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 11.90 Other Management Occupations									5% Positions are filled by unemployed jobseekers.								
Promotable Pool	Promotions occur from employees in Administrative Officer title.									40% Positions are filled by promotions into category from the Administrative Officer positions.								
National Education Data	U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) Fall 2018 Management - Table 314.40 Table prepared November 2019									30% Weight based on national scope of recruitment searches in this category.								

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

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

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

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 11.90	3846	1895	1951	1395	1365	154	194	275	313	71	79
PERCENTAGE	100.0	49.3	50.7	36.3	35.5	4.0	5.0	7.2	8.1	1.8	2.1

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Administrative Officer	22	2	20	2	16	0	2	0	1	0	1
PERCENTAGE	100.0	9.1	90.9	9.1	72.7	0.0	9.1	0.0	4.5	0.0	4.5

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
National Education Data Table 314.40 - Fall 2018, Management	251877	108597	143280	86,797	108,045	9,816	17,524	6,600	10,379	5,384	7,332
PERCENTAGE	100.0	43.1	56.9	34.5	42.9	3.9	7.0	2.6	4.1	2.1	2.9

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

MAY 31, 2020

OCC. CATEGORY:

2. FACULTY

TITLE:

2A. HEAD OF DEPARTMENT

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	77.4	0.60	46.4	22.6	0.60	13.6	63.1	0.60	37.9	16.7	0.60	10.0	2.4	0.60	1.4	1.2	0.60	0.7
National Education Data	66.5	0.35	23.3	33.5	0.35	11.7	53.8	0.35	18.8	27.4	0.35	9.6	2.3	0.35	0.8	1.6	0.35	0.6
FINAL AVAIL. FACTOR			73.5			26.5			59.9			20.5			2.3			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	0.1	1.0	0.05	0.0	8.5	0.05	0.4	4.9	0.05	0.2						
Promotable Pool	2.4	0.60	1.4	1.2	0.60	0.7	9.5	0.60	5.7	3.6	0.60	2.1						
National Education Data	2.4	0.35	0.8	1.5	0.35	0.5	8.1	0.35	2.8	3.0	0.35	1.0						
FINAL AVAIL. FACTOR			2.3			1.2			8.9			3.3						99.7
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% Recruitment is on the state level.							
Promotable Pool	Candidates eligible for promotion from Professor titles.										60% Positions are filled by promotions into category from Professor positions.							
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Fall 2018, Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared November 2019.										35% Weight based on national scope of recruitment searches in this category.							

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY:

2. FACULTY

TITLE:

2A. HEAD OF DEPARTMENT

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

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Professor/Basic Sciences	41	29	12	23	9	0	0	0	1	6	2
Professor/Clinical	43	36	7	30	5	2	1	2	0	2	1
TOTAL	84	65	19	53	14	2	1	2	1	8	3
PERCENTAGE	100.0	77.4	22.6	63.1	16.7	2.4	1.2	2.4	1.2	9.5	3.6

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Educational Statistics - IPEDS report Fall 2018 Table 315.20 - Professors											
	178767	118892	59875	96,178	49,029	4,091	2,914	4,222	2,604	14,401	5,328
TOTAL	178767	118892	59875	96178	49029	4091	2914	4222	2604	14401	5328
PERCENTAGE	100.0	66.5	33.5	53.8	27.4	2.3	1.6	2.4	1.5	8.1	3.0

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

MAY 31, 2020

OCC. CATEGORY:

2. FACULTY

TITLE:

2B. PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	53.8	0.65	35.0	46.2	0.65	30.0	28.6	0.65	18.6	27.5	0.65	17.9	2.2	0.65	1.4	4.4	0.65	2.9
National Education Data	66.5	0.30	20.0	33.5	0.30	10.0	53.8	0.30	16.1	27.4	0.30	8.2	2.3	0.30	0.7	1.6	0.30	0.5
FINAL AVAIL. FACTOR			58.8			41.2			37.9			27.0			2.2			3.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.1	1.0	0.05	0.0	8.5	0.05	0.4	4.9	0.05	0.2						
Promotable Pool	2.2	0.65	1.4	2.2	0.65	1.4	20.9	0.65	13.6	12.1	0.65	7.9						
National Education Data	2.4	0.30	0.7	1.5	0.30	0.4	8.1	0.30	2.4	3.0	0.30	0.9						
FINAL AVAIL. FACTOR			2.2			1.8			16.4			9.0						99.9
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% Recruitment is on the state level.							
Promotable Pool	Candidates eligible for promotion from Associate Professor titles.										65% Positions are filled from Associate Professor ranks.							
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Fall 2018, Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared November 2019.										30% Weight based on national scope of recruitment searches in this category.							

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

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

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

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Assoc Prof/Basic Sciences	35	18	17	10	11	0	2	0	0	8	4
Assoc Prof/Clinical	56	31	25	16	14	2	2	2	2	11	7
TOTAL	91	49	42	26	25	2	4	2	2	19	11
PERCENTAGE	100.0	53.8	46.2	28.6	27.5	2.2	4.4	2.2	2.2	20.9	12.1

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2018 Table 315.20 - Professors	178767	118892	59875	96,178	49,029	4,091	2,914	4,222	2,604	14,401	5,328
TOTAL	178767	118892	59875	96178	49029	4091	2914	4222	2604	14401	5328
PERCENTAGE	100.0	66.5	33.5	53.8	27.4	2.3	1.6	2.4	1.5	8.1	3.0

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

MAY 31, 2020

OCC. CATEGORY:

2. FACULTY

TITLE:

2C. ASSOCIATE PROFESSOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.05	3.8	23.6	0.05	1.2	63.6	0.05	3.2	17.0	0.05	0.9	2.0	0.05	0.1	0.8	0.05	0.0
Promotable Pool	54.7	0.75	41.1	45.3	0.75	33.9	32.1	0.75	24.1	24.2	0.75	18.2	2.1	0.75	1.6	1.1	0.75	0.8
National Education Data	53.9	0.20	10.8	46.1	0.20	9.2	41.0	0.20	8.2	35.3	0.20	7.1	2.8	0.20	0.6	3.3	0.20	0.7
FINAL AVAIL. FACTOR			55.7			44.3			35.5			26.2			2.3			1.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.05	0.1	1.0	0.05	0.0	8.5	0.05	0.4	4.9	0.05	0.2						
Promotable Pool	5.8	0.75	4.3	3.2	0.75	2.4	14.7	0.75	11.1	16.8	0.75	12.6						
National Education Data	2.7	0.20	0.5	2.4	0.20	0.5	7.3	0.20	1.5	5.1	0.20	1.0						
FINAL AVAIL. FACTOR			4.9			2.9			13.0			13.8						100.1
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% Recruitment is on the state level.								
Promotable Pool	Candidates eligible for promotion from Assistant Professor titles.									75% Promotions filled from Assistant Professor ranks.								
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Fall 2018, Full Time Faculty in degree granting institutions, Table 315.20. This table was prepared November 2019.									20% Weight based on national scope of recruitment searches in this category.								

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY:

2. FACULTY

TITLE:

2C. ASSOCIATE PROFESSOR

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

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Asst Professor/Basic Sciences	44	22	22	11	11	0	0	0	1	11	10
Asst Professor/Clinical	146	82	64	50	35	4	2	11	5	17	22
TOTAL	190	104	86	61	46	4	2	11	6	28	32
PERCENTAGE	100.0	54.7	45.3	32.1	24.2	2.1	1.1	5.8	3.2	14.7	16.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Educational Statistics - IPEDS report Fall 2018 Table 315.20 - Associate Professors											
	150380	81027	69353	61,665	53,139	4,282	4,914	4,117	3,567	10,963	7,733
TOTAL	150380	81027	69353	61665	53139	4282	4914	4117	3567	10963	7733
PERCENTAGE	100.0	53.9	46.1	41.0	35.3	2.8	3.3	2.7	2.4	7.3	5.1

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

MAY 31, 2020

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	0.15	11.5	23.6	0.15	3.5	63.6	0.15	9.5	17.0	0.15	2.6	2.0	0.15	0.3	0.8	0.15	0.1
Promotable Pool	41.7	0.10	4.2	58.3	0.10	5.8	12.5	0.10	1.3	29.2	0.10	2.9	0.0	0.10	0.0	4.2	0.10	0.4
National Education Data	47.3	0.75	35.5	52.7	0.75	39.5	34.2	0.75	25.6	37.7	0.75	28.2	2.7	0.75	2.0	4.5	0.75	3.4
FINAL AVAIL. FACTOR			51.2			48.8			36.4			33.7			2.3			3.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.15	0.3	1.0	0.15	0.1	8.5	0.15	1.3	4.9	0.15	0.7						
Promotable Pool	0.0	0.10	0.0	16.7	0.10	1.7	29.2	0.10	2.9	8.3	0.10	0.8						
National Education Data	2.9	0.75	2.2	3.1	0.75	2.3	7.6	0.75	5.7	7.4	0.75	5.5						
FINAL AVAIL. FACTOR			2.5			4.1			9.9			7.0						99.8

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	15% Recruitment is on the state level.
Promotable Pool	Candidates eligible for promotion from Instructor titles.	10% Promotions are filled by employees from the Instructors positions.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Fall 2018, Full Time Faculty in degree granting institutions, Table 315.20. Table prepared November 2019 Degrees Conferred by Post-Secondary Institutions Tables 324.60 & 324.70 Table was prepared January 2019	75% Educational Statistics based on specific degrees required to fill positions.

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

OCC. CATEGORY:

2. FACULTY

TITLE:

2D. ASSISTANT PROFESSOR

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

Promotable Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIANH NPIF
Instructor/Basic Sciences	15	7	8	2	4	0	1	0	1	5	2
Instructor/Clinical	9	3	6	1	3	0	0	0	3	2	0
TOTAL	24	10	14	3	7	0	1	0	4	7	2
PERCENTAGE	100.0	41.7	58.3	12.5	29.2	0.0	4.2	0.0	16.7	29.2	8.3

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIANH NPIF
Educational Statistics - IPEDS report Fall 2018 Table 315.20 - Assistant Professors											
	157340	73221	84119	53,673	61,708	4,334	7,294	4,227	4,696	10,987	10,421
Educational Statistics - IPEDS report Fall 2017 Table 324.60 & 324.70 - Dentistry and Medicine											
	23752	12498	11254	8,179	6,496	582	874	967	975	2,770	2,909
TOTAL	181092	85719	95373	61852	68204	4916	8168	5194	5671	13757	13330
PERCENTAGE	100.0	47.3	52.7	34.2	37.7	2.7	4.5	2.9	3.1	7.6	7.4

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

MAY 31, 2020

OCC. CATEGORY:
TITLE:

2. FACULTY
2E. INSTRUCTOR

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	76.4	0.65	49.6	23.6	0.65	15.4	63.6	0.65	41.4	17.0	0.65	11.1	2.0	0.65	1.3	0.8	0.65	0.5
Unemployment	20.2	0.10	2.0	79.8	0.10	8.0	13.8	0.10	1.4	56.1	0.10	5.6	2.1	0.10	0.2	10.0	0.10	1.0
Promotable Pool	34.5	0.10	3.4	65.5	0.10	6.6	24.1	0.10	2.4	34.5	0.10	3.4	3.4	0.10	0.3	6.9	0.10	0.7
National Education Data	45.1	0.15	6.8	54.9	0.15	8.2	33.7	0.15	5.1	39.9	0.15	6.0	2.8	0.15	0.4	4.8	0.15	0.7
FINAL AVAIL. FACTOR				61.8			38.2			50.3			26.1			2.2		2.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.3	0.65	1.5	1.0	0.65	0.6	8.5	0.65	5.5	4.9	0.65	3.2						
Unemployment	2.7	0.10	0.3	11.0	0.10	1.1	1.6	0.10	0.2	2.7	0.10	0.3						
Promotable Pool	0.0	0.10	0.0	10.3	0.10	1.0	6.9	0.10	0.7	13.8	0.10	1.4						
National Education Data	3.9	0.15	0.6	4.7	0.15	0.7	4.7	0.15	0.7	5.6	0.15	0.8						
FINAL AVAIL. FACTOR				2.4			3.4			7.1			5.7					100.1

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Special EEO Tabulation - Statewide, Dentists (291020), Physician & Surgeons (291060)	65% since the majority of positions are filled from our residency programs.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - SOC Code 29.10 Statewide	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from Research Associate 1 and Research Associate 2 positions.	10% Positions are filled by promotion or transfer into the category from the employees in the Research Associate 1 and Research Associate 2 titles.
National Education Data	U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS) Fall 2018, Full Time Faculty in degree granting institutions, Table 315.20. Table prepared November 2019 Human Resources Component, Fall Staff Section; Fall 2017, Completions Component, Table 324.60 and Table 324.70 Table prepared January 2019	15% Educational Statistics since the majority of positions are filled from our residency programs.

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET-EMPLOYMENT DATA

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

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

CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
SOC Code 29.10	956	193	763	132	536	20	96	26	105	15	26
PERCENTAGE	100.0	20.2	79.8	13.8	56.1	2.1	10.0	2.7	11.0	1.6	2.7

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Research Associate 1	16	5	11	4	7	0	0	0	2	1	2
Research Associate 2	13	5	8	3	3	1	2	0	1	1	2
TOTAL	29	10	19	7	10	1	2	0	3	2	4
PERCENTAGE	100.0	34.5	65.5	24.1	34.5	3.4	6.9	0.0	10.3	6.9	13.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Educational Statistics - IPEDS report Fall 2018 Table 315.20 - Instructors	91446	39416	52030	30,679	39,492	2,616	4,609	3,497	4,388	2,624	3,541
Educational Statistics - IPEDS report Fall 2017 Table 324.60 & 324.70 - Dentistry and Medicine	23752	12498	11254	8,179	6,496	582	874	967	975	2,770	2,909
TOTAL	115198	51914	63284	38858	45988	3198	5483	4464	5363	5394	6450
PERCENTAGE	100.0	45.1	54.9	33.7	39.9	2.8	4.8	3.9	4.7	4.7	5.6

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

MAY 31, 2020

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	0.90	5.7	93.7	0.90	84.3	5.0	0.90	4.5	82.8	0.90	74.5	0.4	0.90	0.4	5.5	0.90	5.0
Unemployment	7.9	0.10	0.8	92.1	0.10	9.2	2.2	0.10	0.2	20.9	0.10	2.1	3.2	0.10	0.3	34.4	0.10	3.4
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0
FINAL AVAIL. FACTOR			6.5			93.5			4.7			76.6			0.7			8.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.90	0.2	1.7	0.90	1.5	0.7	0.90	0.6	3.6	0.90	3.3						
Unemployment	2.3	0.10	0.2	35.9	0.10	3.6	0.2	0.10	0.0	0.9	0.10	0.1						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			0.4			5.1			0.6			3.4						99.9
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)									90% Recruitment is from the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.10 Nursing, Psychiatric, & Home Health Aides									10% 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, 2020

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	AAIANH NPIM	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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.10	1257	99	1158	28	263	40	433	29	451	2	11
PERCENTAGE	100.0	7.9	92.1	2.2	20.9	3.2	34.4	2.3	35.9	0.2	0.9

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

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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	0.35	2.2	93.7	0.35	32.8	5.0	0.35	1.7	82.8	0.35	29.0	0.4	0.35	0.1	5.5	0.35	1.9
Unemployment	7.9	0.05	0.4	92.1	0.05	4.6	2.2	0.05	0.1	20.9	0.05	1.0	3.2	0.05	0.2	34.4	0.05	1.7
Promotable Pool	14.3	0.60	8.6	85.7	0.60	51.4	10.5	0.60	6.3	68.3	0.60	41.0	1.5	0.60	0.9	6.0	0.60	3.6
FINAL AVAIL. FACTOR				11.2			88.8			8.1			71.0			1.2		7.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.35	0.1	1.7	0.35	0.6	0.7	0.35	0.2	3.7	0.35	1.3						
Unemployment	2.3	0.05	0.1	35.9	0.05	1.8	0.2	0.05	0.0	0.9	0.05	0.0						
Promotable Pool	0.8	0.60	0.5	5.3	0.60	3.2	1.5	0.60	0.9	6.2	0.60	3.7						
FINAL AVAIL. FACTOR				0.7			5.6			1.1			5.0					99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)	35% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.10 Nursing, Psychiatric, & Home Health Aides	5% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse level.	60% Positions are filled by promotion or transfer from the Staff Nurse classifications.

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

MAY 31, 2020

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	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.10	1257	99	1158	28	263	40	433	29	451	2	11
PERCENTAGE	100.0	7.9	92.1	2.2	20.9	3.2	34.4	2.3	35.9	0.2	0.9

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Staff Nurse All Titles	133	19	114	14	91	2	8	1	7	2	8
Total	133	19	114	14	91	2	8	1	7	2	8
PERCENTAGE	100.0	14.3	85.7	10.5	68.3	1.5	6.0	0.8	5.3	1.5	6.2

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

MAY 31, 2020

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	4.1	93.7	0.65	60.9	5.0	0.65	3.2	82.8	0.65	53.8	0.4	0.65	0.3	5.5	0.65	3.6
Unemployment	7.9	0.10	0.8	92.1	0.10	9.2	2.2	0.10	0.2	20.9	0.10	2.1	3.2	0.10	0.3	34.4	0.10	3.4
Promotable Pool	14.3	0.25	3.6	85.7	0.25	21.4	10.5	0.25	2.6	68.4	0.25	17.1	1.5	0.25	0.4	6.0	0.25	1.5
FINAL AVAIL. FACTOR				8.5			91.5			6.0			73.0			1.0		8.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.65	0.2	1.7	0.65	1.1	0.7	0.65	0.5	3.7	0.65	2.4						
Unemployment	2.3	0.10	0.2	35.9	0.10	3.6	0.2	0.10	0.0	0.9	0.10	0.1						
Promotable Pool	0.8	0.25	0.2	5.3	0.25	1.3	1.5	0.25	0.4	6.0	0.25	1.5						
FINAL AVAIL. FACTOR				0.6			6.0			0.9			4.0					100.0
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Registered Nurses (291111)									65% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.10 Nursing, Psychiatric, & Home Health Aides									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, 2020

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	AAIANH	AAIAN
										NPIM	HNPIF
Registered Nurses (291111)	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
TOTAL	33333	2113	31220	1660	27610	135	1840	85	555	233	1215
PERCENTAGE	100.0	6.3	93.7	5.0	82.8	0.4	5.5	0.3	1.7	0.7	3.7

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.10	1257	99	1158	28	263	40	433	29	451	2	11
PERCENTAGE	100.0	7.9	92.1	2.2	20.9	3.2	34.4	2.3	35.9	0.2	0.9

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Staff Nurse All Titles	133	19	114	14	91	2	8	1	7	2	8
Total	133	19	114	14	91	2	8	1	7	2	8
PERCENTAGE	100.0	14.3	85.7	10.5	68.4	1.5	6.0	0.8	5.3	1.5	6.0

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

MAY 31, 2020

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

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	24.3	0.35	8.5	75.7	0.35	26.5	20.9	0.35	7.3	67.2	0.35	23.5	1.1	0.35	0.4	3.4	0.35	1.2
Unemployment	14.4	0.05	0.7	85.6	0.05	4.3	9.1	0.05	0.5	63.4	0.05	3.2	1.9	0.05	0.1	8.8	0.05	0.4
Promotable Pool	21.2	0.60	12.7	78.8	0.60	47.3	21.2	0.60	12.7	72.7	0.60	43.6	0.0	0.60	0.0	6.1	0.60	3.6
FINAL AVAIL. FACTOR			21.9			78.1			20.5			70.3			0.5			5.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.6	0.35	0.2	1.9	0.35	0.7	1.7	0.35	0.6	3.3	0.35	1.1						
Unemployment	2.4	0.05	0.1	11.6	0.05	0.6	0.9	0.05	0.0	1.8	0.05	0.1						
Promotable Pool	0.0	0.60	0.0	0.0	0.60	0.0	0.0	0.60	0.0	0.0	0.60	0.0						
FINAL AVAIL. FACTOR			0.3			1.3			0.6			1.2						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	35% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - 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.	60% 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, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 29	2511	361	2150	229	1592	48	220	61	292	23	46
PERCENTAGE	100.0	14.4	85.6	9.1	63.4	1.9	8.8	2.4	11.6	0.9	1.8

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

MAY 31, 2020

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	AAIANH NPIM	AAIAN HNPIF
Occupational Therapist 2	4	1	3	1	3	0	0	0	0	0	0
Physical Therapist 2	11	5	6	5	6	0	0	0	0	0	0
Research Facilitator	3	1	2	1	2	0	0	0	0	0	0
Social Worker 2	15	0	15	0	13	0	2	0	0	0	0
TOTAL	33	7	26	7	24	0	2	0	0	0	0
PERCENTAGE	100	21.2	78.8	21.2	72.7	0.0	6.1	0.0	0.0	0.0	0.0

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

MAY 31, 2020

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	0.45	11.0	75.6	0.45	34.0	20.9	0.45	9.4	67.1	0.45	30.2	1.0	0.45	0.4	3.3	0.45	1.5
Unemployment	14.4	0.05	0.7	85.6	0.05	4.3	9.1	0.05	0.5	63.4	0.05	3.2	1.9	0.05	0.1	8.8	0.05	0.4
Promotable Pool	16.0	0.05	0.8	84.0	0.05	4.2	12.0	0.05	0.6	64.9	0.05	3.2	1.5	0.05	0.1	6.7	0.05	0.3
National Education Data	28.0	0.45	12.6	72.0	0.45	32.4	18.7	0.45	8.4	49.8	0.45	22.4	2.5	0.45	1.1	8.7	0.45	3.9
FINAL AVAIL. FACTOR			25.1			74.9			18.9			59.0			1.7			6.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.45	0.4	2.1	0.45	1.0	1.7	0.45	0.7	3.1	0.45	1.4						
Unemployment	2.4	0.05	0.1	11.6	0.05	0.6	0.9	0.05	0.0	1.8	0.05	0.1						
Promotable Pool	0.4	0.05	0.0	5.3	0.05	0.3	2.0	0.05	0.1	7.2	0.05	0.4						
National Education Data	2.4	0.45	1.1	6.0	0.45	2.7	4.3	0.45	2.0	7.4	0.45	3.3						
FINAL AVAIL. FACTOR			1.6			4.6			2.8			5.2						99.9
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 - 1st Qtr 2020 - 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 2018 Healthcare Practitioners and Technicians Table 314.40 Table was prepared November 2019											45% Based on the educational requirements in the positions within this category.						

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

MAY 31, 2020

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	AAIAN HNPIM	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	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 29	2511	361	2150	229	1592	48	220	61	292	23	46
PERCENTAGE	100.00	14.4	85.6	9.1	63.4	1.9	8.8	2.4	11.6	0.9	1.8

**UNIVERSITY OF CONNECTICUT HEALTH
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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	AAIAN HNPIM	AAIAN HNPIF
Clinical Social Worker	15	0	15	0	13	0	2	0	0	0	0
Research Associate 1	16	5	11	4	7	0	0	0	2	1	2
Research Associate 2	13	5	8	3	3	1	2	0	1	1	2
Staff Nurse CN2-CN4	127	17	110	14	88	2	8	1	6	2	8
TOTAL	171	27	144	21	111	3	12	1	9	4	12
PERCENTAGE	100	16.0	84.0	12.0	64.9	1.5	6.7	0.4	5.3	2.0	7.2

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Educational Statistics - IPEDS report - Fall 2018 Table 314.40 - Healthcare practitioners and technicians	100639	28222	72417	18,855	50,080	2,530	8,794	2,463	6,059	4,374	7,484
PERCENTAGE	100.00	28.0	72.0	18.7	49.8	2.5	8.7	2.4	6.0	4.3	7.4

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

MAY 31, 2020

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	0.95	55.4	41.7	0.95	39.6	39.8	0.95	37.8	29.6	0.95	28.1	1.0	0.95	0.9	3.3	0.95	3.2
Unemployment	27.0	0.05	1.4	73.0	0.05	3.7	17.0	0.05	0.9	36.0	0.05	1.8	6.0	0.05	0.3	17.0	0.05	0.9
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.00	0.0	0.0
FINAL AVAIL. FACTOR			56.8			43.3			38.7			29.9			1.2			4.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.95	2.2	0.5	0.95	0.5	15.2	0.95	14.5	8.2	0.95	7.8						
Unemployment	3.0	0.05	0.2	19.0	0.05	1.0	1.0	0.05	0.1	1.0	0.05	0.1						
Promotable Pool	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0	0.0	0.00	0.0						
FINAL AVAIL. FACTOR			2.4			1.5			14.6			7.9						100.3
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)									95% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 29.90 Other Healthcare Practitioners & Technical Occupations									5% 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	AAIANH NPIM	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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 29.90	100	27	73	17	36	6	17	3	19	1	1
PERCENTAGE	100.0	27.0	73.0	17.0	36.0	6.0	17.0	3.0	19.0	1.0	1.0

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.95	19.9	79.1	0.95	75.1	16.0	0.95	15.2	61.6	0.95	58.5	1.3	0.95	1.2	7.2	0.95	6.8
Unemployment	9.7	0.05	0.5	90.3	0.05	4.5	5.5	0.05	0.3	70.1	0.05	3.5	1.5	0.05	0.1	7.4	0.05	0.4
FINAL AVAIL. FACTOR			20.4			79.6			15.5			62.0			1.3			7.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.3	0.95	1.2	3.5	0.95	3.3	2.3	0.95	2.2	6.9	0.95	6.5						
Unemployment	2.2	0.05	0.1	11.6	0.05	0.6	0.5	0.05	0.0	1.3	0.05	0.1						
FINAL AVAIL. FACTOR			1.3			3.9			2.2			6.6						100.0
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Clinical Lab Technologists & Technicians									95% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 29.20 Health Technologists & Technicians									5% Positions are filled by unemployed jobseekers.								

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

MAY 31, 2020

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	AAIANH NPIM	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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 29.20	1454	141	1313	80	1019	22	107	32	168	7	19
PERCENTAGE	100.0	9.7	90.3	5.5	70.1	1.5	7.4	2.2	11.6	0.5	1.3

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

MAY 31, 2020

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	0.40	20.4	49.0	0.40	19.6	45.8	0.40	18.3	41.1	0.40	16.4	2.3	0.40	0.9	3.5	0.40	1.4
Unemployment	48.2	0.15	7.2	51.8	0.15	7.8	33.2	0.15	5.0	31.8	0.15	4.8	5.3	0.15	0.8	7.4	0.15	1.1
Promotable Pool	7.9	0.45	3.6	92.1	0.45	41.4	3.2	0.45	1.4	60.3	0.45	27.1	0.0	0.45	0.0	14.3	0.45	6.4
FINAL AVAIL. FACTOR			31.2			68.8			24.7			48.3			1.7			8.9

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.40	0.5	1.7	0.40	0.7	1.7	0.40	0.7	2.8	0.40	1.1						
Unemployment	6.1	0.15	0.9	9.4	0.15	1.4	3.5	0.15	0.5	3.3	0.15	0.5						
Promotable Pool	3.2	0.45	1.4	14.3	0.45	6.4	1.6	0.45	0.7	3.2	0.45	1.4						
FINAL AVAIL. FACTOR			2.8			8.5			1.9			3.0						99.8

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)	40% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 13.20 Financial Specialists	15% Recruitment is from the jobseekers unemployed.
Promotion/Transfer	Promotions filled from positions within the university, in the Patient Services Representative classification.	45% 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, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
	NPIM									HNPIF	
Accountants & Auditors (132011)	27962	13848	14114	12445	11825	664	985	335	485	404	819
Budget Analysis (132031)	468	250	218	205	200	10	4	15	4	20	10
Financial Analysts (132051)	1977	1393	584	1265	480	40	55	4	10	84	39
Financial Examiners (132061)	144	95	49	80	35	0	10	15	4	0	0
TOTAL NUMBER	30551	15586	14965	13995	12540	714	1054	369	503	508	868
PERCENTAGE	100.0	51.0	49.0	45.8	41.1	2.3	3.5	1.2	1.7	1.7	2.8

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
	NPIM									HNPIF	
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 13.20	768	370	398	255	244	41	57	47	72	27	25
PERCENTAGE	100.0	48.2	51.8	33.2	31.8	5.3	7.4	6.1	9.4	3.5	3.3

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
	NPIM									HNPIF	
Lead Patient Services Rep.	1	0	1	0	1	0	0	0	0	0	0
Patient Services Rep.	62	5	57	2	37	0	9	2	9	1	2
TOTAL	63	5	58	2	38	0	9	2	9	1	2
PERCENTAGE	100.0	7.9	92.1	3.2	60.3	0.0	14.3	3.2	14.3	1.6	3.2

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

MAY 31, 2020

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	0.55	19.8	64.0	0.55	35.2	31.5	0.55	17.3	55.1	0.55	30.3	1.5	0.55	0.8	4.6	0.55	2.5
Unemployment	22.9	0.05	1.1	77.1	0.05	3.9	17.5	0.05	0.9	58.9	0.05	2.9	2.5	0.05	0.1	8.1	0.05	0.4
Promotable Pool	6.9	0.40	2.8	93.1	0.40	37.2	3.8	0.40	1.5	71.1	0.40	28.4	1.3	0.40	0.5	7.5	0.40	3.0
FINAL AVAIL. FACTOR			23.7			76.3			19.7			61.6			1.4			5.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.55	0.7	2.5	0.55	1.4	1.8	0.55	1.0	1.8	0.55	1.0						
Unemployment	2.4	0.05	0.1	8.7	0.05	0.4	0.5	0.05	0.0	1.3	0.05	0.1						
Promotable Pool	1.3	0.40	0.5	10.7	0.40	4.3	0.6	0.40	0.3	3.8	0.40	1.5						
FINAL AVAIL. FACTOR			1.3			6.1			1.3			2.6						99.9
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 - 1st Qtr 2020 - Statewide SOC Code 25.30 Other Teachers & Instructors SOC Code 25.40 Librarians, Curators, & Archivists									5% 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, 2020

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	AAIAN
										NPIM	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	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 25.30	1793	409	1384	314	1055	44	148	42	156	9	25
SOC Code 25.40	62	16	46	11	38	2	2	3	6	0	0
TOTAL	1855	425	1430	325	1093	46	150	45	162	9	25
PERCENTAGE	100.0	22.9	77.1	17.5	58.9	2.5	8.1	2.4	8.7	0.5	1.3

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

MAY 31, 2020

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.	87	5	82	3	70	2	2	0	8	0	2
Human Resources Assoc.	9	1	8	1	5	0	1	0	0	0	2
Lead Patient Services Rep.	1	0	1	0	1	0	0	0	0	0	0
Patient Services Rep.	62	5	57	2	37	0	9	2	9	1	2
TOTAL	159	11	148	6	113	2	12	2	17	1	6
PERCENTAGE	100.0	6.9	93.1	3.8	71.1	1.3	7.5	1.3	10.7	0.6	3.8

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

MAY 31, 2020

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	0.35	10.9	68.9	0.35	24.1	25.0	0.35	8.8	59.1	0.35	20.7	2.2	0.35	0.8	4.7	0.35	1.7
Unemployment	22.2	0.05	1.1	77.8	0.05	3.9	5.6	0.05	0.3	37.0	0.05	1.9	1.9	0.05	0.1	5.6	0.05	0.3
Promotable Pool	5.1	0.60	3.1	94.9	0.60	56.9	2.6	0.60	1.5	82.1	0.60	49.2	0.0	0.60	0.0	5.1	0.60	3.1
FINAL AVAIL. FACTOR			15.1			84.9			10.6			71.8			0.9		5.1	
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.6	0.35	0.9	3.6	0.35	1.3	1.2	0.35	0.4	1.4	0.35	0.5						
Unemployment	13.0	0.05	0.6	33.3	0.05	1.7	1.9	0.05	0.1	1.9	0.05	0.1						
Promotable Pool	2.6	0.60	1.5	2.6	0.60	1.5	0.0	0.60	0.0	5.1	0.60	3.1						
FINAL AVAIL. FACTOR			3.0			4.5			0.5			3.7						100.1
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide First Line Sup/Mgrs Admin Support Wkrs (431011)									35% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 43.10 Supervisors of Office & Administrative Support Workers									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Promotions filled from positions within the university, typically employees in Administrative Program Assistant 2 classification.									60% The employees from the Admininstrative Program Asst 2 classification are eligible for promotion or transfer.								

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.10	54	12	42	3	20	1	3	7	18	1	1
PERCENTAGE	100.0	22.2	77.8	5.6	37.0	1.9	5.6	13.0	33.3	1.9	1.9

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Admin. Program Asst. 2	39	2	37	1	32	0	2	1	1	0	2
TOTAL	39	2	37	1	32	0	2	1	1	0	2
PERCENTAGE	100.0	5.1	94.9	2.6	82.1	0.0	5.1	2.6	2.6	0.0	5.1

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

MAY 31, 2020

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	0.95	21.0	77.9	0.95	74.0	14.0	0.95	13.3	53.8	0.95	51.1	4.8	0.95	4.5	13.9	0.95	13.2
Unemployment	26.8	0.05	1.30	73.2	0.05	3.7	11.3	0.05	0.6	30.6	0.05	1.5	8.2	0.05	0.4	20.4	0.05	1.0
FINAL AVAIL. FACTOR			22.3			77.7			13.9			52.6			4.9			14.2

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.8	0.95	2.7	8.9	0.95	8.4	0.5	0.95	0.5	1.4	0.95	1.3						
Unemployment	6.7	0.05	0.3	21.4	0.05	1.1	0.6	0.05	0.0	0.8	0.05	0.0						
FINAL AVAIL. FACTOR			3.0			9.5			0.5			1.3						99.9

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Social Workers (211020)	95% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 21.10 Counselors, Social Workers, Other Community & Social Services Workers	5% Positions are filled by unemployed jobseekers.

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
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	AAIANH	AAIAN
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 21.10	771	207	564	87	236	63	157	52	165	5	6
PERCENTAGE	100.0	26.8	73.2	11.3	30.6	8.2	20.4	6.7	21.4	0.6	0.8

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

MAY 31, 2020

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

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	66.8	0.60	40.1	33.2	0.60	19.9	56.4	0.60	33.9	26.5	0.60	15.9	2.0	0.60	1.2	2.6	0.60	1.6
Unemployment	76.6	0.05	3.8	23.4	0.05	1.2	48.3	0.05	2.4	15.0	0.05	0.8	8.6	0.05	0.4	2.5	0.05	0.1
Promotable Pool	69.2	0.35	24.2	30.8	0.35	10.8	42.3	0.35	14.8	23.1	0.35	8.1	15.4	0.35	5.4	3.8	0.35	1.3
FINAL AVAIL. FACTOR			68.1			31.9				51.1			24.8			7.0		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	1.5	1.4	0.60	0.8	5.8	0.60	3.5	2.7	0.60	1.6						
Unemployment	12.3	0.05	0.6	2.6	0.05	0.1	7.4	0.05	0.4	3.2	0.05	0.2						
Promotable Pool	7.7	0.35	2.7	3.8	0.35	1.3	3.8	0.35	1.3	0.0	0.35	0.0						
FINAL AVAIL. FACTOR			4.8			2.2				5.2			1.8					99.9
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide (List of sources attached)									60% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 15.10 Computer Specialists									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Promotions filled from positions within the university, the following titles are listed below.									35% Positions are filled by promotion or transfer from the list below.								

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

MAY 31, 2020

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 - 1st Qtr 2020											
SOC Code 15.10	944	723	221	456	142	81	24	116	25	70	30
PERCENTAGE	100.0	76.6	23.4	48.3	15.0	8.6	2.5	12.3	2.6	7.4	3.2

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Academic Computing Specialist 2	2	1	1	1	0	0	0	0	1	0	0
Administrative & Clinical Systems Coordinator	1	0	1	0	1	0	0	0	0	0	0
Desktop Technician 1	5	4	1	1	0	2	1	1	0	0	0
Desktop Technician 2	12	10	2	8	2	1	0	0	0	1	0
Multimedical Specialist 2	1	1	0	1	0	0	0	0	0	0	0
Systems Coordinator	5	2	3	0	3	1	0	1	0	0	0
TOTAL	26	18	8	11	6	4	1	2	1	1	0
PERCENTAGE	100.0	69.2	30.8	42.3	23.1	15.4	3.8	7.7	3.8	3.8	0.0

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

MAY 31, 2020

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	0.75	37.0	50.7	0.75	38.0	43.8	0.75	32.8	37.7	0.75	28.3	4.3	0.75	3.3	7.8	0.75	5.9
Unemployment	7.9	0.20	1.6	92.1	0.20	18.4	2.2	0.20	0.4	20.9	0.20	4.2	3.2	0.20	0.6	34.4	0.20	6.9
Promotable Pool	13.6	0.05	0.7	86.4	0.05	4.3	10.7	0.05	0.5	69.2	0.05	3.5	1.2	0.05	0.1	5.9	0.05	0.3
FINAL AVAIL. FACTOR			39.3			60.7			33.7			36.0			4.0			13.1
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.75	0.9	1.7	0.75	1.3	0.0	0.75	0.0	3.4	0.75	2.5						
Unemployment	2.3	0.20	0.5	35.9	0.20	7.2	0.2	0.20	0.0	0.9	0.20	0.2						
Promotable Pool	0.6	0.05	0.0	4.7	0.05	0.2	1.2	0.05	0.1	6.5	0.05	0.3						
FINAL AVAIL. FACTOR			1.4			8.7			0.1			3.0						100.0
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Other Healthcare Practitioners & Technical Occupatons. (299000)									75% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.10 Nursing, Psychiatric, & Home Health Aides									20% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Promotions filled from positions within the university typically from Staff Nurse levels CN2-CN4.									5% Positions are filled from promotions or transfers from the Staff Nurse classifications.								

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.10	1257	99	1158	28	263	40	433	29	451	2	11
PERCENTAGE	100.0	7.9	92.1	2.2	20.9	3.2	34.4	2.3	35.9	0.2	0.9

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Staff Nurse CN2 - CN4	127	17	110	14	88	2	8	1	6	2	8
Total	127	17	110	14	88	2	8	1	6	2	8
PERCENTAGE	100.0	13.6	86.4	10.7	69.2	1.2	5.9	0.6	4.7	1.2	6.5

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.15	2.3	84.6	0.15	12.7	11.0	0.15	1.6	64.4	0.15	9.7	1.9	0.15	0.3	10.7	0.15	1.6
Unemployment	14.3	0.05	0.7	85.7	0.05	4.3	7.6	0.05	0.4	46.4	0.05	2.3	2.9	0.05	0.1	18.5	0.05	0.9
Promotable Pool	9.1	0.80	7.3	90.9	0.80	72.7	9.1	0.80	7.3	45.5	0.80	36.4	0.0	0.80	0.0	22.7	0.80	18.2
FINAL AVAIL. FACTOR			10.3			89.7			9.3			48.4			0.4			20.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.7	0.15	0.3	6.4	0.15	1.0	0.9	0.15	0.1	3.1	0.15	0.5						
Unemployment	3.1	0.05	0.2	19.3	0.05	1.0	0.8	0.05	0.0	1.6	0.05	0.1						
Promotable Pool	0.0	0.80	0.0	22.7	0.80	18.2	0.0	0.80	0.0	0.0	0.80	0.0						
FINAL AVAIL. FACTOR			0.5			20.2			0.1			0.6						100.2
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Office Clerks, General (439061)									15% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Employees in the Clerk and Clerk Typist classifications could be promoted into this category.									80% Positions are filled by employees in the Clerk Typist classifications.								

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

MAY 31, 2020

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	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.90	384	55	329	29	178	11	71	12	74	3	6
PERCENTAGE	100.0	14.3	85.7	7.6	46.4	2.9	18.5	3.1	19.3	0.8	1.6

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Clerk	20	2	18	2	8	0	5	0	5	0	0
Clerk Typist	2	0	2	0	2	0	0	0	0	0	0
Total	22	2	20	2	10	0	5	0	5	0	0
PERCENTAGE	100.0	9.1	90.9	9.1	45.5	0.0	22.7	0.0	22.7	0.0	0.0

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.80	28.8	64.0	0.80	51.2	28.9	0.80	23.2	44.7	0.80	35.8	5.3	0.80	4.2	13.2	0.80	10.5
Unemployment	16.3	0.05	0.8	83.7	0.05	4.2	4.8	0.05	0.2	57.1	0.05	2.9	4.1	0.05	0.2	8.8	0.05	0.4
Promotable Pool	0.8	0.15	0.1	99.2	0.15	14.9	0.0	0.15	0.0	61.1	0.15	9.2	0.0	0.15	0.0	15.1	0.15	2.3
FINAL AVAIL. FACTOR			29.7			70.3			23.4			47.9			4.4			13.2
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.80	0.0	6.1	0.80	4.9	1.8	0.80	1.4	0.0	0.80	0.0						
Unemployment	5.4	0.05	0.3	15.6	0.05	0.8	2.0	0.05	0.1	2.0	0.05	0.1						
Promotable Pool	0.8	0.15	0.1	21.4	0.15	3.2	0.0	0.15	0.0	1.6	0.15	0.2						
FINAL AVAIL. FACTOR			0.4			8.9			1.5			0.3						100.0
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)										80% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.30 Financial Clerks										5% Positions are filled by unemployed jobseekers.							
Promotion/Transfer	Employees in the Clinic Office Assistant classification could be promoted into this category.										15% Positions are filled by employees in the Clinic Office Assistant Classifications.							

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

MAY 31, 2020

AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

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

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.30	147	24	123	7	84	6	13	8	23	3	3
PERCENTAGE	100.0	16.3	83.7	4.8	57.1	4.1	8.8	5.4	15.6	2.0	2.0

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clinic Office Assistant	126	1	125	0	77	0	19	1	27	0	2
TOTAL	126	1	125	0	77	0	19	1	27	0	2
PERCENTAGE	100.0	0.8	99.2	0.0	61.1	0.0	15.1	0.8	21.4	0.0	1.6

**UNIVERSITY OF CONNECTICUT HEALTH
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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	0.85	30.6	64.0	0.85	54.4	28.9	0.85	24.6	44.7	0.85	38.0	5.3	0.85	4.5	13.2	0.85	11.2
Unemployment	14.3	0.15	2.1	85.7	0.15	12.9	7.6	0.15	1.1	46.4	0.15	7.0	2.9	0.15	0.4	18.5	0.15	2.8
FINAL AVAIL. FACTOR			32.7			67.3			25.7			45.0			4.9			14.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.85	0.0	6.1	0.85	5.2	1.8	0.85	1.5	0.0	0.85	0.0						
Unemployment	3.1	0.15	0.5	19.3	0.15	2.9	0.8	0.15	0.1	1.6	0.15	0.2						
FINAL AVAIL. FACTOR			0.5			8.1			1.6			0.2						100.0
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Bill and Account Collectors (433011)										85% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.90 Other Office and Administrative Support Workers										15% Positions are filled by unemployed jobseekers.							

**UNIVERSITY OF CONNECTICUT HEALTH
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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 - 1st Qtr 2020											
SOC Code 43.90	384	55	329	29	178	11	71	12	74	3	6
PERCENTAGE	100.0	14.3	85.7	7.6	46.4	2.9	18.5	3.1	19.3	0.8	1.6

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

MAY 31, 2020

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

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	12.6	0.70	8.8	87.4	0.70	61.2	9.1	0.70	6.4	68.6	0.70	48.0	1.8	0.70	1.3	11.0	0.70	7.7
Unemployment	16.0	0.05	0.8	84.0	0.05	4.2	6.7	0.05	0.3	39.7	0.05	2.0	4.3	0.05	0.2	19.4	0.05	1.0
Promotable Pool	9.6	0.25	2.4	90.4	0.25	22.6	1.9	0.25	0.5	53.8	0.25	13.5	3.8	0.25	1.0	17.3	0.25	4.3
FINAL AVAIL. FACTOR			12.0			88.0			7.2			63.5			2.5			13.0
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.70	0.9	6.0	0.70	4.2	0.5	0.70	0.3	1.8	0.70	1.2						
Unemployment	4.5	0.05	0.2	23.5	0.05	1.2	0.5	0.05	0.0	1.3	0.05	0.1						
Promotable Pool	1.9	0.25	0.5	15.4	0.25	3.8	1.9	0.25	0.5	3.8	0.25	1.0						
FINAL AVAIL. FACTOR			1.6			9.2			0.8			2.3						100.1
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)										70% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.40 Information and Record Clerks SOC Code 43.60 Secretaries and Administrative Assistants										5% Positions are filled by unemployed jobseekers.							
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
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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

OCC. CATEGORY:

4. SECRETARIAL/CLERICAL

TITLE:

4D. SECRETARIAL/CLERICAL

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

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.40	883	174	709	71	309	47	176	50	211	6	13
SOC Code 43.60	252	8	244	5	142	2	44	1	56	0	2
TOTAL	1135	182	953	76	451	49	220	51	267	6	15
PERCENTAGE	100.0	16.0	84.0	6.7	39.7	4.3	19.4	4.5	23.5	0.5	1.3

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Office Assistant	52	5	47	1	28	2	9	1	8	1	2
TOTAL	52	5	47	1	28	2	9	1	8	1	2
PERCENTAGE	100.0	9.6	90.4	1.9	53.8	3.8	17.3	1.9	15.4	1.9	3.8

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY:

4. SECRETARIAL/CLERICAL

TITLE:

4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	3.5	0.60	2.1	96.5	0.60	57.9	2.7	0.60	1.6	79.1	0.60	47.4	0.4	0.60	0.2	10.3	0.60	6.2
Unemployment	3.2	0.10	0.3	96.8	0.10	9.7	2.0	0.10	0.2	56.3	0.10	5.6	0.8	0.10	0.1	17.5	0.10	1.7
Promotable Pool	9.7	0.30	2.9	90.3	0.30	27.1	4.2	0.30	1.3	50.0	0.30	15.0	2.8	0.30	0.8	19.4	0.30	5.8
FINAL AVAIL. FACTOR				5.3			94.7			3.1			68.0			1.1		13.7
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.6	0.2	5.4	0.60	3.3	0.1	0.60	0.1	1.7	0.60	1.0						
Unemployment	0.4	0.10	0.0	22.2	0.10	2.2	0.0	0.10	0.0	0.8	0.10	0.1						
Promotable Pool	1.4	0.30	0.4	18.1	0.30	5.4	1.4	0.30	0.4	2.8	0.30	0.8						
FINAL AVAIL. FACTOR				0.6			10.9			0.5			1.9					99.8
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)										60% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants										10% Positions are filled by unemployed jobseekers.							
Promotion/Transfer	Employees in the Clerk and Office Assistant classification could be promoted into this category.										30% 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: 4E. ADMINISTRATIVE PROGRAM ASSISTANT 1

CT CENSUS 2000	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.60	252	8	244	5	142	2	44	1	56	0	2
PERCENTAGE	100.00	3.2	96.8	2.0	56.3	0.8	17.5	0.4	22.2	0.0	0.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Clerk	20	2	18	2	8	0	5	0	5	0	0
Office Assistant	52	5	47	1	28	2	9	1	8	1	2
TOTAL	72	7	65	3	36	2	14	1	13	1	2
PERCENTAGE	100.00	9.7	90.3	4.2	50.0	2.8	19.4	1.4	18.1	1.4	2.8

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

MAY 31, 2020

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	0.45	1.6	96.5	0.45	43.4	2.7	0.45	1.2	79.1	0.45	35.6	0.4	0.45	0.2	10.3	0.45	4.6
Unemployment	3.2	0.05	0.2	96.8	0.05	4.8	2.0	0.05	0.1	56.3	0.05	2.8	0.8	0.05	0.0	17.5	0.05	0.9
Promotable Pool	0.0	0.50	0.0	100.0	0.50	50.0	0.0	0.50	0.0	60.0	0.50	30.0	0.0	0.50	0.0	10.0	0.50	5.0
FINAL AVAIL. FACTOR			1.8			98.2			1.3			68.4			0.2			10.5
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.3	0.45	0.1	5.4	0.45	2.4	0.1	0.45	0.1	1.7	0.45	0.8						
Unemployment	0.4	0.05	0.0	22.2	0.05	1.1	0.0	0.05	0.0	0.8	0.05	0.0						
Promotable Pool	0.0	0.50	0.0	20.0	0.50	10.0	0.0	0.50	0.0	10.0	0.50	5.0						
FINAL AVAIL. FACTOR			0.1			13.5			0.1			5.8						99.9
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Secretaries and Administrative Assistants (436000)									45% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.60 Secretaries and Administrative Assistants									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Employees in the Administrative Program Assistant 1 classification could be promoted into this category.									50% Positions are filled by employees in the Administrative Program Assistant 1 classification.								

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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	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.60	252	8	244	5	142	2	44	1	56	0	2
PERCENTAGE	100.0	3.2	96.8	2.0	56.3	0.8	17.5	0.4	22.2	0.0	0.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Admin. Program Asst. 1	10	0	10	0	6	0	1	0	2	0	1
TOTAL	10	0	10	0	6	0	1	0	2	0	1
PERCENTAGE	100.0	0.0	100.0	0.0	60.0	0.0	10.0	0.0	20.0	0.0	10.0

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OCC. CATEGORY:
TITLE:

**4. SECRETARIAL/CLERICAL
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	0.55	3.0	94.5	0.55	52.0	2.9	0.55	1.6	78.7	0.55	43.3	1.5	0.55	0.8	8.0	0.55	4.4
Unemployment	19.7	0.05	1.0	80.3	0.05	4.0	8.0	0.05	0.4	35.0	0.05	1.7	5.3	0.05	0.3	19.9	0.05	1.0
Promotable Pool	6.4	0.40	2.6	93.6	0.40	37.4	3.2	0.40	1.3	52.0	0.40	20.8	1.6	0.40	0.6	20.0	0.40	8.0
FINAL AVAIL. FACTOR			6.6			93.4			3.3			65.8			1.7			13.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.7	0.55	0.4	7.0	0.55	3.8	0.3	0.55	0.2	0.9	0.55	0.5						
Unemployment	5.7	0.05	0.3	23.9	0.05	1.2	0.7	0.05	0.0	1.5	0.05	0.1						
Promotable Pool	0.8	0.40	0.3	19.2	0.40	7.7	0.8	0.40	0.3	2.4	0.40	1.0						
FINAL AVAIL. FACTOR			1.0			12.7			0.5			1.6						100.0
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Hartford Receptionists and Information Clerks (434171)									55% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 43.40 Information and Record Clerks									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Employees in the Clerk, Office Assistant classification and Telecommunication Operator could be promoted into this category.									40% Positions are filled by employees in the Clerk and Office Assistant classification.								

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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 - 1st Qtr 2020											
SOC Code 43.40	883	174	709	71	309	47	176	50	211	6	13
PERCENTAGE	100.0	19.7	80.3	8.0	35.0	5.3	19.9	5.7	23.9	0.7	1.5

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Clerk	20	2	18	2	8	0	5	0	5	0	0
Office Assistant	52	5	47	1	28	2	9	1	8	1	2
Telecommunication Operator	53	1	52	1	29	0	11	0	11	0	1
TOTAL	125	8	117	4	65	2	25	1	24	1	3
PERCENTAGE	100.0	6.4	93.6	3.2	52.0	1.6	20.0	0.8	19.2	0.8	2.4

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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	0.95	14.5	84.7	0.95	80.5	8.1	0.95	7.7	66.9	0.95	63.6	4.5	0.95	4.3	9.6	0.95	9.1
Unemployment	8.6	0.05	0.4	91.4	0.05	4.6	4.3	0.05	0.2	51.4	0.05	2.6	1.7	0.05	0.1	13.4	0.05	0.7
FINAL AVAIL. FACTOR			14.9			85.1			7.9			66.2			4.4			9.8
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.95	1.4	5.7	0.95	5.5	1.3	0.95	1.2	2.4	0.95	2.3						
Unemployment	2.5	0.05	0.1	24.8	0.05	1.2	0.2	0.05	0.0	1.8	0.05	0.1						
FINAL AVAIL. FACTOR			1.5			6.7			1.2			2.4						100.1
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Assistants and Other Health Support Occupations. (31909X)										95% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations										5% Positions are filled by unemployed jobseekers.							

**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	AAIANH	AAIAN
										NPIM	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	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.0	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

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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	0.90	13.8	84.7	0.90	76.2	8.1	0.90	7.3	66.9	0.90	60.2	4.5	0.90	4.0	9.6	0.90	8.7
Unemployment	8.6	0.05	0.4	91.4	0.05	4.6	4.3	0.05	0.2	51.4	0.05	2.6	1.7	0.05	0.1	13.4	0.05	0.7
Promotable Pool	21.4	0.05	1.1	78.6	0.05	3.9	7.1	0.05	0.4	50.0	0.05	2.5	14.3	0.05	0.7	7.1	0.05	0.4
FINAL AVAIL. FACTOR			15.3			84.7			7.9			65.3			4.8			9.8

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.4	0.90	1.3	5.7	0.90	5.2	1.3	0.90	1.2	2.4	0.90	2.2						
Unemployment	2.5	0.05	0.1	24.8	0.05	1.2	0.2	0.05	0.0	1.8	0.05	0.1						
Promotable Pool	0.0	0.05	0.0	21.4	0.05	1.1	0.0	0.05	0.0	0.0	0.05	0.0						
FINAL AVAIL. FACTOR			1.4			7.5			1.2			2.3						100.2

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% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations	5% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Employees in the Nurses Aide classification could be promoted into this category.	5% Positions are filled by the Nurse Aide classification.

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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 - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.00	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Nurse Aide	14	3	11	1	7	2	1	0	3	0	0
TOTAL	14	3	11	1	7	2	1	0	3	0	0
PERCENTAGE	100.0	21.4	78.6	7.1	50.0	14.3	7.1	0.0	21.4	0.0	0.0

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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	0.85	11.3	86.8	0.85	73.7	11.3	0.85	9.6	60.3	0.85	51.2	0.0	0.85	0.0	9.9	0.85	8.4
Unemployment	8.6	0.05	0.4	91.4	0.05	4.6	4.3	0.05	0.2	51.4	0.05	2.6	1.7	0.05	0.1	13.4	0.05	0.7
Promotable Pool	0.0	0.10	0.0	100.0	0.10	10.0	0.0	0.10	0.0	75.0	0.10	7.5	0.0	0.10	0.0	12.5	0.10	1.3
FINAL AVAIL. FACTOR			11.7			88.3			9.8			61.3			0.1			10.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.0	0.85	0.0	15.2	0.85	12.9	2.0	0.85	1.7	1.3	0.85	1.1						
Unemployment	2.5	0.05	0.1	24.8	0.05	1.2	0.2	0.05	0.0	1.8	0.05	0.1						
Promotable Pool	0.0	0.10	0.0	6.3	0.10	0.6	0.0	0.10	0.0	6.3	0.10	0.6						
FINAL AVAIL. FACTOR			0.1			14.7			1.7			1.8						99.9
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Medical Records and Health Information Techs. (292071)									85% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations									5% Positions are filled by unemployed jobseekers.								
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.								

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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 - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.0	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Medical Records Clerk	16	0	16	0	12	0	2	0	1	0	1
TOTAL	16	0	16	0	12	0	2	0	1	0	1
PERCENTAGE	100.0	0.0	100.0	0.0	75.0	0.0	12.5	0.0	6.3	0.0	6.3

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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	0.85	10.6	87.5	0.85	74.4	7.1	0.85	6.0	53.2	0.85	45.2	3.2	0.85	2.7	21.4	0.85	18.2
Unemployment	8.6	0.05	0.4	91.4	0.05	4.6	4.3	0.05	0.2	51.4	0.05	2.6	1.7	0.05	0.1	13.4	0.05	0.7
Promotable Pool	0.8	0.10	0.1	99.2	0.10	9.9	0.0	0.10	0.0	61.1	0.10	6.1	0.0	0.10	0.0	15.1	0.10	1.5
FINAL AVAIL. FACTOR			11.1			88.9				6.2			53.9			2.8		20.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	1.2	0.85	1.0	8.9	0.85	7.6	1.1	0.85	0.9	4.0	0.85	3.4						
Unemployment	2.5	0.05	0.1	24.8	0.05	1.2	0.2	0.05	0.0	1.8	0.05	0.1						
Promotable Pool	0.8	0.10	0.1	21.4	0.10	2.1	0.0	0.10	0.0	1.6	0.10	0.2						
FINAL AVAIL. FACTOR			1.2			10.9				0.9			3.7					100.0
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Healthcare Support Occupations (310001)										85% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations										5% Positions are filled by unemployed jobseekers.							
Promotion/Transfer	Employees in the Clinic Office Assistant 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	AAIANH NPIM	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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.0	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Clinic Office Assistant	126	1	125	0	77	0	19	1	27	0	2
TOTAL	126	1	125	0	77	0	19	1	27	0	2
PERCENTAGE	100.0	0.8	99.2	0.0	61.1	0.0	15.1	0.8	21.4	0.0	1.6

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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	0.55	29.8	45.7	0.55	25.2	45.2	0.55	24.8	38.5	0.55	21.2	2.8	0.55	1.5	3.7	0.55	2.0
Unemployment	38.3	0.10	3.8	61.7	0.10	6.2	23.9	0.10	2.4	41.4	0.10	4.1	4.5	0.10	0.5	7.2	0.10	0.7
Promotable Pool	5.7	0.35	2.0	94.3	0.35	33.0	3.4	0.35	1.2	80.5	0.35	28.2	2.3	0.35	0.8	2.3	0.35	0.8
FINAL AVAIL. FACTOR			35.6			64.4			28.4			53.5			2.8			3.5

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	2.4	0.55	1.3	2.4	0.55	1.3	3.9	0.55	2.1	1.2	0.55	0.6						
Unemployment	6.6	0.10	0.7	10.8	0.10	1.1	3.3	0.10	0.3	2.2	0.10	0.2						
Promotable Pool	0.0	0.35	0.0	9.2	0.35	3.2	0.0	0.35	0.0	2.3	0.35	0.8						
FINAL AVAIL. FACTOR			2.0			5.6			2.4			1.6						99.8

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 - 1st Qtr 2020 - Statewide SOC Code 15.10 Computer Specialist SOC Code 43.90 Other Office and Administrative Support Workers	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Employees in the Administrative Program Coordinator classification could be promoted into this category.	35% 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 HNPIM	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 HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 15.10	944	723	221	456	142	81	24	116	25	70	30
SOC Code 43.90	1512	218	1294	132	876	30	153	45	240	11	25
TOTAL	2456	941	1515	588	1018	111	177	161	265	81	55
PERCENTAGE	100.0	38.3	61.7	23.9	41.4	4.5	7.2	6.6	10.8	3.3	2.2

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Admin. Program Coord.	87	5	82	3	70	2	2	0	8	0	2
TOTAL	87	5	82	3	70	2	2	0	8	0	2
PERCENTAGE	100.0	5.7	94.3	3.4	80.5	2.3	2.3	0.0	9.2	0.0	2.3

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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	0.75	1.1	98.6	0.75	73.9	0.6	0.75	0.5	84.0	0.75	63.0	0.0	0.75	0.0	4.1	0.75	3.1
Unemployment	8.6	0.25	2.2	91.4	0.25	22.8	4.3	0.25	1.1	51.4	0.25	12.8	1.7	0.25	0.4	13.4	0.25	3.3
FINAL AVAIL. FACTOR			3.3			96.7			1.6			75.8			0.4			6.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.75	0.6	8.5	0.75	6.4	0.0	0.75	0.0	1.9	0.75	1.4						
Unemployment	2.5	0.25	0.6	24.8	0.25	6.2	0.2	0.25	0.0	1.8	0.25	0.5						
FINAL AVAIL. FACTOR			1.2			12.6			0.0			1.9						99.9
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Statewide Dental Assistants (319091)										75% Recruitment is on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations										25% Positions are filled by unemployed jobseekers.							

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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

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

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.0	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

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

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	6.1	0.95	5.8	93.9	0.95	89.2	4.5	0.95	4.3	70.4	0.95	66.9	0.5	0.95	0.5	17.6	0.95	16.7
Unemployment	8.6	0.05	0.4	91.4	0.05	4.6	4.3	0.05	0.2	51.4	0.05	2.6	1.7	0.05	0.1	13.4	0.05	0.7
FINAL AVAIL. FACTOR			6.2			93.8			4.5			69.5			0.6			17.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	0.8	0.95	0.7	3.1	0.95	3.0	0.2	0.95	0.2	2.7	0.95	2.6						
Unemployment	2.5	0.05	0.1	24.8	0.05	1.2	0.2	0.05	0.0	1.8	0.05	0.1						
FINAL AVAIL. FACTOR			0.8			4.2			0.2			2.7						99.9
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 on the state level.							
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Statewide SOC Code 31.90 Other Healthcare Support Occupations										5% Positions are filled by unemployed jobseekers.							

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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	AAIANH NPIM	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	AAIANH NPIM	AAIAN HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 31.90	1904	164	1740	81	978	33	255	47	472	3	35
PERCENTAGE	100.0	8.6	91.4	4.3	51.4	1.7	13.4	2.5	24.8	0.2	1.8

**UNIVERSITY OF CONNECTICUT HEALTH
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OCC. CATEGORY: **6. SKILLED CRAFT WORKERS**
 TITLE: **6A. QUALIFIED CRAFT WORKERS**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
Employment	97.8	0.65	63.6	2.2	0.65	1.4	81.7	0.65	53.1	1.7	0.65	1.1	5.8	0.65	3.8	0.2	0.65	0.1
Unemployment	96.8	0.05	4.8	3.2	0.05	0.2	54.9	0.05	2.7	1.3	0.05	0.1	12.3	0.05	0.6	0.4	0.05	0.0
Promotable Pool	31.7	0.30	9.5	68.3	0.30	20.5	9.8	0.30	2.9	51.2	0.30	15.4	7.3	0.30	2.2	4.9	0.30	1.5
FINAL AVAIL. FACTOR			77.9			22.1			58.7			16.6			6.6			1.6
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	7.3	0.65	4.8	0.1	0.65	0.1	2.9	0.65	1.9	0.2	0.65	0.1						
Unemployment	28.6	0.05	1.4	1.5	0.05	0.1	1.0	0.05	0.1	0.0	0.05	0.0						
Promotable Pool	14.6	0.30	4.4	9.8	0.30	2.9	0.0	0.30	0.0	2.4	0.30	0.7						
FINAL AVAIL. FACTOR			10.6			3.1			2.0			0.8						100.0
FACTOR	SOURCE OF STATISTIC									REASON FOR WEIGHTING THE FACTOR								
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)									65% Recruitment is on the state level.								
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020 - Hartford SOC Code 47.20 Construction Trades Workers									5% Positions are filled by unemployed jobseekers.								
Promotion/Transfer	Employees in the Custodian, Lead Custodian and Supervising Custodian classifications could be promoted into this category.									30% Positions are filled by employees in the Custodian, Lead Custodian and Supervising Custodian classifications.								

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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	AAIANH	AAIAN
										NPIM	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	AAIANH	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 47.20	1185	1147	38	650	15	146	5	339	18	12	0
PERCENTAGE	100.0	96.8	3.2	54.9	1.3	12.3	0.4	28.6	1.5	1.0	0.0

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Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH NPIM	AAIAN HNPIF
Custodian	33	9	24	2	17	2	2	5	4	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	41	13	28	4	21	3	2	6	4	0	1
PERCENTAGE	100.0	31.7	68.3	9.8	51.2	7.3	4.9	14.6	9.8	0.0	2.4

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

MAY 31, 2020

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	86.9	1.00	86.9	13.1	1.00	13.1	74.3	1.00	74.3	7.1	1.00	7.1	5.3	1.00	5.3	1.9	1.00	1.9
FINAL AVAIL. FACTOR			86.9			13.1			74.3			7.1			5.3			1.9
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
Employment	RS	VW	WF	RS	VW	WF	RS	VW	148.6	RS	VW	WF						
FINAL AVAIL. FACTOR			6.5			3.4			0.9			0.6						100.0
FACTOR	SOURCE OF STATISTIC										REASON FOR WEIGHTING THE FACTOR							
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)										100% Recruitment is on the state level.							

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

MAY 31, 2020

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
Police officers (333050)	1609	1399	210	1195	115	85	30	105	55	14	10
TOTAL	1609	1399	210	1195	115	85	30	105	55	14	10
PERCENTAGE	100.0	86.9	13.1	74.3	7.1	5.3	1.9	6.5	3.4	0.9	0.6

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MAY 31, 2020

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	0.05	3.0	40.9	0.05	2.0	32.9	0.05	1.6	19.8	0.05	1.0	9.2	0.05	0.5	7.9	0.05	0.4
Part-Time Workforce	30.8	0.95	29.2	69.2	0.95	65.8	0.0	0.95	0.0	38.5	0.95	36.5	15.4	0.95	14.6	0.0	0.95	0.0
FINAL AVAIL. FACTOR			32.2			67.8			1.6			37.5			15.1			0.4
FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	14.6	0.05	0.7	11.3	0.05	0.6	2.5	0.05	0.1	1.9	0.05	0.1						
Part-Time Workforce	15.4	0.95	14.6	23.1	0.95	21.9	0.0	0.95	0.0	7.7	0.95	7.3						
FINAL AVAIL. FACTOR			15.3			22.5			0.1			7.4						99.9
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)											5% Recruitment is on the state level.						
Part-Time Workforce	Custodian											95% Hiring done from our part-time employees.						

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

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AVAILABILITY ANALYSIS WORKSHEET -EMPLOYMENT DATA

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

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

	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIAN HNPIM	AAIAN HNPIF
Part-Time Workforce											
Custodian	13	4	9	0	5	2	0	2	3	0	1
PERCENTAGE	100.0	30.8	69.2	0.0	38.5	15.4	0.0	15.4	23.1	0.0	7.7

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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	0.80	58.0	27.5	0.80	22.0	52.3	0.80	41.8	21.0	0.80	16.8	9.3	0.80	7.4	1.7	0.80	1.3
Unemployment	19.4	0.10	1.9	80.6	0.10	8.1	8.3	0.10	0.8	43.6	0.10	4.4	3.9	0.10	0.4	17.4	0.10	1.7
Promotable Pool	27.3	0.10	2.7	72.7	0.10	7.3	6.1	0.10	0.6	51.5	0.10	5.2	6.1	0.10	0.6	6.1	0.10	0.6
FINAL AVAIL. FACTOR			62.6			37.4			43.2			26.4			8.4			3.6

FACTOR	HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNPI FEMALE								
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF						
Employment	10.0	0.80	8.0	3.1	0.80	2.5	1.0	0.80	0.8	1.7	0.80	1.3						
Unemployment	6.4	0.10	0.6	18.1	0.10	1.8	0.7	0.10	0.1	1.5	0.10	0.1						
Promotable Pool	15.2	0.10	1.5	12.1	0.10	1.2	0.0	0.10	0.0	3.0	0.10	0.3						
FINAL AVAIL. FACTOR			10.1			5.5			0.9			1.7						99.8

FACTOR	SOURCE OF STATISTIC	REASON FOR WEIGHTING THE FACTOR
Employment	Connecticut Occupational Statistics 2000 Census - Hartford (List of sources attached)	80% Recruitment is on the state level.
Unemployment	CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 2nd Qtr 2020 - 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	10% Positions are filled by unemployed jobseekers.
Promotion/Transfer	Employees in the Custodian classification could be promoted into this category.	10% Positions are filled by employees in the Custodian classification.

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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	AAIAN
										NPIM	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	AAIAN
										NPIM	HNPIF
CT Dept of Labor -- Connecticut Data for Affirmative Action Plans - 1st Qtr 2020											
SOC Code 43.90	384	55	329	29	178	11	71	12	74	3	6
SOC Code 47.30	23	23	0	4	0	5	0	14	0	0	0
SOC Code 49.10	1	1	0	1	0	0	0	0	0	0	0
TOTAL	408	79	329	34	178	16	71	26	74	3	6
PERCENTAGE	100.0	19.4	80.6	8.3	43.6	3.9	17.4	6.4	18.1	0.7	1.5

Promotional Pool	T	TM	TF	WM	WF	BM	BF	HM	HF	AAIANH	AAIAN
										NPIM	HNPIF
Custodian	33	9	24	2	17	2	2	5	4	0	1
TOTAL	33	9	24	2	17	2	2	5	4	0	1
PERCENTAGE	100.0	27.3	72.7	6.1	51.5	6.1	6.1	15.2	12.1	0.0	3.0

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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	%	Total	%	Total	%	Total	%	Total	%
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	5,060	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
Whsle & Ret. 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. Whsle, Ret., 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	1,332	43.3	1,733	56.4	1,125	36.6	1,340	43.6	105	3.4
Financial Specialists (132000)	48,845	25,401	52.0	23,416	47.9	23,005	47.1	19,800	40.5	1,019	2.1
Accountants & Auditors (132011)	27,965	13,848	49.5	14,114	50.5	12,445	44.5	11,825	42.3	664	2.4
Appraisers & Assessors of Real Estate (132021)	1,410	839	59.5	570	40.4	785	55.7	560	39.7	40	2.8

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												Statewide
Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic						
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	1.6	3,678	1.4	5,415	2.0	3,949	1.5	MGMT., BUSINESS, & FIN. OCCS. (110000)		
3,173	1.8	3,276	1.9	1,870	1.1	3,835	2.2	2,046	1.2	Management Occupations (110001)		
290	0.9	575	1.7	135	0.4	736	2.2	123	0.4	Top Executives (111000)		
60	0.3	285	1.3	50	0.2	463	2.2	59	0.3	Chief Executives (111011)		
200	1.6	290	2.3	65	0.5	259	2.1	64	0.5	General & Operations Mgrs. (111021)		
30	8.7	0	0.0	20	5.8	14	4.1	0	0.0	Legislators (111031)		
334	1.4	282	1.2	223	0.9	404	1.7	358	1.5	Advert., Marketing., Promo., Pub. Rel. (112000)		
4	0.3	14	0.9	4	0.3	15	1.0	4	0.3	Advertising & Promotions Mgrs. (112011)		
285	1.3	260	1.2	215	1.0	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	85	1.8	Industrial Production Mgrs. (113051)		
75	2.5	45	1.5	65	2.2	15	0.5	90	3.0	Purchasing Managers (113061)		
25	1.1	115	4.9	15	0.6	44	1.9	0	0.0	Transp., Storage, & Dist. Mgrs. (113071)		
1,639	2.2	1,544	2.1	984	1.3	1,908	2.5	910	1.2	Other Management Occupations (119000)		
0	0.0	65	6.7	20	2.1	34	3.5	0	0.0	Farm, Ranch, & Other Agric. Mgrs. (119011)		
0	0.0	10	0.8	10	0.8	0	0.0	0	0.0	Farmers & Ranchers (119012)		
20	0.3	185	2.5	4	0.1	79	1.1	14	0.2	Construction Managers (119021)		
395	4.0	120	1.2	195	2.0	78	0.8	129	1.3	Education Administrators (119030)		
0	0.0	85	3.6	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)		
115	1.5	365	4.7	135	1.7	513	6.6	164	2.1	Food Service Managers (119051)		
0	0.0	15	2.6	0	0.0	4	0.7	0	0.0	Funeral Directors (119061)		
0	0.0	0	0.0	15	3.9	8	2.1	4	1.0	Gaming Managers (119071)		
20	2.3	4	0.5	0	0.0	65	7.5	65	7.5	Lodging Managers (119081)		
244	3.9	50	0.8	95	1.5	74	1.2	114	1.8	Medical & Health Services Mgrs. (119111)		
0	0.0	0	0.0	0	0.0	50	13.9	10	2.8	Natural Sciences Managers (119121)		
0	0.0	10	3.6	10	3.6	0	0.0	0	0.0	Postmasters & Mail Superintendents (119131)		
90	2.0	130	2.9	60	1.3	35	0.8	38	0.8	Prop., Real Est., & Comm. Assoc. Mgrs. (119141)		
260	7.3	35	1.0	110	3.1	4	0.1	53	1.5	Social & Community Service Managers (119151)		
495	1.7	470	1.7	330	1.2	875	3.1	319	1.1	Managers, All Other (119199)		
3,737	4.0	1,172	1.2	1,808	1.9	1,580	1.7	1,903	2.0	Business & Financial Oper. Occs. (130001)		
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)		
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)		
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)		
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Whsle & Ret. Buyers, Exc. Farm Prod. (131022)		
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Exc. Whsle, Ret., Etc. (131023)		
470	7.5	40	0.6	145	2.3	54	0.9	114	1.8	Claims Adj., Appr., Examiners, & Invest. (131030)		
35	2.4	45	3.1	25	1.7	19	1.3	70	4.8	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	400	3.1	153	1.2	270	2.1	Human Res., Training, & Labor Rel. Spec. (131070)		
4	0.9	8	1.8	8	1.8	0	0.0	10	2.2	Logisticians (131081)		
325	2.7	190	1.6	120	1.0	430	3.5	113	0.9	Management Analysts (131111)		
10	1.4	0	0.0	30	4.3	0	0.0	19	2.7	Meeting & Convention Planners (131121)		
185	6.0	39	1.3	120	3.9	63	2.0	88	2.9	Other Business Operations Specialists (1311XX)		
1,639	3.4	617	1.3	846	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)		
985	3.5	335	1.2	485	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)		

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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	Male	%	Female	%	Total	Male	%	Female	%
Budget Analysts (132031)	470	250	53.2	218	46.4	205	43.6	200	42.6	10	2.1
Credit Analysts (132041)	435	200	46.0	234	53.8	160	36.8	165	37.9	10	2.3
Financial Analysts (132051)	1,985	1,393	70.2	584	29.4	1,265	63.7	480	24.2	40	2.0
Personal Financial Advisors (132052)	6,630	4,405	66.4	2,223	33.5	4,065	61.3	1,910	28.8	90	1.4
Insurance Underwriters (132053)	3,150	1,259	40.0	1,885	59.8	1,140	36.2	1,635	51.9	40	1.3
Financial Examiners (132061)	145	95	65.5	49	33.8	80	55.2	35	24.1	0	0.0
Loan Counselors & Officers (132070)	3,430	1,659	48.4	1,770	51.6	1,530	44.6	1,460	42.6	55	1.6
Tax Examiners, Collectors, & Rev. Agts (132081)	905	388	42.9	514	56.8	340	37.6	485	53.6	30	3.3
Tax Preparers (132082)	1,350	660	48.9	690	51.1	625	46.3	620	45.9	15	1.1
Financial Specialists, All Other (132099)	970	405	41.8	565	58.2	365	37.6	425	43.8	25	2.6
PROFESSIONAL & RELATED OCCUPATIONS (150000)	397,070	174,733	44.0	222,120	55.9	149,984	37.8	189,264	47.7	7,464	1.9
Computer & Mathematical Occupations (150001)	49,645	34,013	68.5	15,619	31.5	28,070	56.5	12,490	25.2	1,202	2.4
Computer Specialists (151000)	46,265	31,994	69.2	14,257	30.8	26,335	56.9	11,435	24.7	1,188	2.6
Computer Programmers (151021)	12,235	8,439	69.0	3,787	31.0	7,080	57.9	2,910	23.8	225	1.8
Computer Software Engineers (151030)	8,990	6,850	76.2	2,149	23.9	5,480	61.0	1,635	18.2	250	2.8
Computer Support Specialists (151041)	5,020	2,905	57.9	2,110	42.0	2,435	48.5	1,825	36.4	130	2.6
Database Administrators (151061)	1,315	829	63.0	484	36.8	715	54.4	365	27.8	30	2.3
Network & Computer Syst. Admins. (151071)	2,550	1,919	75.3	629	24.7	1,680	65.9	500	19.6	39	1.5
Network Sys. & Data Comm. Analysts (151081)	4,265	3,133	73.5	1,139	26.7	2,600	61.0	980	23.0	129	3.0
Computer Scientists & Sys. Analysts (1510XX)	11,890	7,919	66.6	3,959	33.3	6,345	53.4	3,220	27.1	385	3.2
Mathematical Scientists (152000)	3,380	2,019	59.7	1,362	40.3	1,735	51.3	1,055	31.2	14	0.4
Actuaries (152011)	1,515	1,020	67.3	494	32.6	900	59.4	350	23.1	10	0.7
Operations Research Analysts (152031)	1,350	774	57.3	574	42.5	660	48.9	450	33.3	4	0.3
Misc. Math Science Occupations (1520XX)	515	225	43.7	294	57.1	175	34.0	255	49.5	0	0.0
Architecture & Engineering Occs. (170001)	41,635	36,743	88.3	4,837	11.6	32,690	78.5	4,115	9.9	1,019	2.4
Architects, Surveyors, & Cartographers (171000)	3,470	2,788	80.3	680	19.6	2,560	73.8	620	17.9	65	1.9
Architects, Except Naval (171010)	3,115	2,449	78.6	665	21.3	2,275	73.0	605	19.4	35	1.1
Surv., Cartog., & Photogrammetrists (171020)	355	339	95.5	15	4.2	285	80.3	15	4.2	30	8.5
Engineers (172000)	28,010	25,319	90.4	2,660	9.5	22,600	80.7	2,275	8.1	575	2.1
Aerospace Engineers (172011)	3,740	3,329	89.0	408	10.9	2,880	77.0	315	8.4	60	1.6
Chemical Engineers (172041)	695	639	91.9	60	8.6	545	78.4	35	5.0	0	0.0
Civil Engineers (172051)	3,410	3,059	89.7	345	10.1	2,670	78.3	295	8.7	120	3.5
Computer Hardware Engineers (172061)	865	735	85.0	124	14.3	625	72.3	110	12.7	35	4.0
Electrical & Electronics Engineers (172070)	4,310	4,064	94.3	249	5.8	3,725	86.4	225	5.2	85	2.0
Environmental Engineers (172081)	555	415	74.8	134	24.1	380	68.5	130	23.4	20	3.6
Ind. Engineers, Incl. Health & Safety (172110)	3,355	2,804	83.6	555	16.5	2,590	77.2	460	13.7	35	1.0
Marine Engineers & Naval Architects (172121)	825	718	87.0	104	12.6	670	81.2	100	12.1	20	2.4
Materials Engineers (172131)	845	730	86.4	119	14.1	660	78.1	115	13.6	25	3.0
Mechanical Engineers (172141)	4,365	4,038	92.5	314	7.2	3,635	83.3	290	6.6	85	1.9
Nuclear Engineers (172161)	325	290	89.2	30	9.2	275	84.6	30	9.2	0	0.0
Petroleum, Mining & Geological Engrs. (1721XX)	45	45	100.0	0	0.0	45	100.0	0	0.0	0	0.0
Miscellaneous Engineers, Incl. Agric. (172XXX)	4,675	4,453	95.3	218	4.7	3,900	83.4	170	3.6	90	1.9
Drafters, Engrngrg, & 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	86.1	75	9.0	10	1.2
Life, Physical, & Social Science Occs. (190001)	19,730	11,101	56.3	8,604	43.6	9,200	46.6	6,944	35.2	196	1.0
Life Scientists (191000)	3,745	2,247	60.0	1,506	40.2	1,710	45.7	1,115	29.8	25	0.7
Agricultural & Food Scientists (191010)	335	240	71.6	95	28.4	240	71.6	80	23.9	0	0.0
Biological Scientists (191020)	925	539	58.3	389	42.1	465	50.3	315	34.1	0	0.0
Conservation Scientists & Foresters (191030)	80	64	80.0	19	23.8	60	75.0	15	18.8	0	0.0
Medical Scientists (191040)	2,405	1,404	58.4	1,003	41.7	945	39.3	705	29.3	25	1.0

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												Statewide
Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic						
Female	%	Male	%	Female	%	Male	%	Female	%	Occupation		
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	84	4.2	39	2.0	Financial Analysts (132051)		
145	2.2	130	2.0	44	0.7	120	1.8	124	1.9	Personal Financial Advisors (132052)		
140	4.4	35	1.1	80	2.5	44	1.4	30	1.0	Insurance Underwriters (132053)		
10	6.9	15	10.3	4	2.8	0	0.0	0	0.0	Financial Examiners (132061)		
160	4.7	45	1.3	85	2.5	29	0.8	65	1.9	Loan Counselors & Officers (132070)		
25	2.8	14	1.5	4	0.4	4	0.4	0	0.0	Tax Examiners, Collectors, & Rev. Agts (132081)		
10	0.7	10	0.7	35	2.6	10	0.7	25	1.9	Tax Preparers (132082)		
70	7.2	0	0.0	55	5.7	15	1.5	15	1.5	Financial Specialists, All Other (132099)		
14,451	3.6	5,947	1.5	9,571	2.4	11,338	2.9	8,834	2.2	PROFESSIONAL & RELATED OCCUPATIONS (150000)		
1,264	2.5	1,009	2.0	578	1.2	3,732	7.5	1,287	2.6	Computer & Mathematical Occupations (150001)		
1,094	2.4	934	2.0	510	1.1	3,537	7.6	1,218	2.6	Computer Specialists (151000)		
269	2.2	285	2.3	155	1.3	849	6.9	453	3.7	Computer Programmers (151021)		
135	1.5	90	1.0	85	0.9	1,030	11.5	294	3.3	Computer Software Engineers (151030)		
130	2.6	125	2.5	110	2.2	215	4.3	45	0.9	Computer Support Specialists (151041)		
65	4.9	44	3.3	10	0.8	40	3.0	44	3.3	Database Administrators (151061)		
90	3.5	85	3.3	10	0.4	115	4.5	29	1.1	Network & Computer Syst. Admins. (151071)		
90	2.1	125	2.9	20	0.5	279	6.5	49	1.1	Network Sys. & Data Comm. Analysts (151081)		
315	2.6	180	1.5	120	1.0	1,009	8.5	304	2.6	Computer Scientists & Sys. Analysts (1510XX)		
170	5.0	75	2.2	68	2.0	195	5.8	69	2.0	Mathematical Scientists (152000)		
85	5.6	10	0.7	4	0.3	100	6.6	55	3.6	Actuaries (152011)		
60	4.4	45	3.3	60	4.4	65	4.8	4	0.3	Operations Research Analysts (152031)		
25	4.9	20	3.9	4	0.8	30	5.8	10	1.9	Misc. Math Science Occupations (1520XX)		
225	0.5	1,133	2.7	181	0.4	1,901	4.6	316	0.8	Architecture & Engineering Occs. (170001)		
0	0.0	75	2.2	35	1.0	88	2.5	25	0.7	Architects, Surveyors, & Cartographers (171000)		
0	0.0	65	2.1	35	1.1	74	2.4	25	0.8	Architects, Except Naval (171010)		
0	0.0	10	2.8	0	0.0	14	3.9	0	0.0	Surv., Cartog., & Photogrammetrists (171020)		
80	0.3	694	2.5	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)		
0	0.0	95	2.0	10	0.2	368	7.9	38	0.8	Miscellaneous Engineers, Incl. Agric. (172XXX)		
145	1.4	364	3.6	58	0.6	363	3.6	74	0.7	Drafters, Engrngrg, & Mapping Techs. (173000)		
15	0.5	45	1.4	10	0.3	43	1.3	14	0.4	Drafters (173010)		
130	2.1	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	60	2.5	14	0.6	374	15.6	199	8.3	Medical Scientists (191040)		

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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	1,564	24.2	20	0.3
Astronomers & Physicists (192010)	195	169	86.7	25	12.8	155	79.5	25	12.8	0	0.0
Atmospheric & Space Scientists (192021)	80	70	87.5	4	5.0	70	87.5	4	5.0	0	0.0
Chemists & Materials Scientists (192030)	2,445	1,605	65.6	844	34.5	1,375	56.2	605	24.7	0	0.0
Environ. Scientists & Geoscientists (192040)	745	573	76.9	165	22.1	550	73.8	155	20.8	0	0.0
Physical Scientists, All Other (192099)	3,000	1,825	60.8	1,177	39.2	1,310	43.7	775	25.8	20	0.7
Social Scientists & Related Workers (193000)	6,165	2,749	44.6	3,400	55.2	2,540	41.2	3,110	50.4	57	0.9
Economists (193011)	340	235	69.1	100	29.4	205	60.3	80	23.5	0	0.0
Market & Survey Researchers (193020)	1,705	813	47.7	889	52.1	785	46.0	775	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,178	63.9	1,110	32.6	2,030	59.5	35	1.0
Urban & Regional Planners (193051)	295	204	69.2	84	28.5	190	64.4	80	27.1	10	3.4
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	415	262	63.1	149	35.9	250	60.2	145	34.9	8	1.9
Life, Physical, & Soc. Science Techs. (194000)	3,355	1,863	55.5	1,483	44.2	1,490	44.4	1,155	34.4	94	2.8
Agric. & Food Science Technicians (194011)	195	131	67.2	59	30.3	80	41.0	45	23.1	4	2.1
Biological Technicians (194021)	140	85	60.7	60	42.9	70	50.0	50	35.7	0	0.0
Chemical Technicians (194031)	1,110	798	71.9	309	27.8	620	55.9	190	17.1	50	4.5
Geological & Petroleum Technicians (194041)	60	45	75.0	15	25.0	45	75.0	15	25.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techs. (1940XX)	1,850	804	43.5	1,040	56.2	675	36.5	855	46.2	40	2.2
Community & Social Services Occs. (210001)	27,980	9,800	35.0	18,176	65.0	7,190	25.7	13,020	46.5	1,574	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	6,472	28.1	16,523	71.8	4,420	19.2	11,555	50.2	1,329	5.8
Counselors (211010)	8,660	2,865	33.1	5,794	66.9	2,055	23.7	4,355	50.3	565	6.5
Social Workers (211020)	10,910	2,408	22.1	8,494	77.9	1,530	14.0	5,860	53.7	519	4.8
Misc. Comm. & Soc. Serv. Specialists (211090)	3,430	1,199	35.0	2,235	65.2	835	24.3	1,340	39.1	245	7.1
Religious Workers (212000)	4,980	3,328	66.8	1,653	33.2	2,770	55.6	1,465	29.4	245	4.9
Clergy (212011)	3,590	2,909	81.0	679	18.9	2,445	68.1	600	16.7	205	5.7
Directors, Religious Activities & Educ. (212021)	355	100	28.2	254	71.5	100	28.2	250	70.4	0	0.0
Religious Workers, All Other (212099)	1,035	319	30.8	720	69.6	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,460	12,475	53.2	10,995	46.9	11,725	50.0	9,585	40.9	340	1.4
Lawyers, Judges, & Related Workers (231000)	15,575	11,221	72.0	4,351	27.9	10,650	68.4	3,795	24.4	250	1.6
Lawyers (231011)	14,610	10,702	73.3	3,908	26.7	10,170	69.6	3,420	23.4	225	1.5
Judges, Magistrates, & Other Jud. Wrkers (231020)	965	519	53.8	443	45.9	480	49.7	375	38.9	25	2.6
Legal Support Workers (232000)	7,885	1,254	15.9	6,644	84.3	1,075	13.6	5,790	73.4	90	1.1
Paralegals & Legal Assistants (232011)	5,560	460	8.3	5,104	91.8	390	7.0	4,470	80.4	30	0.5
Miscellaneous Legal Support Workers (232090)	2,325	794	34.2	1,540	66.2	685	29.5	1,320	56.8	60	2.6
Education, Training, & Library Occs. (250001)	110,685	28,877	26.1	81,783	73.9	24,895	22.5	71,560	64.7	1,454	1.3
Postsecondary Teachers (251000)	16,010	8,284	51.7	7,736	48.3	6,590	41.2	6,255	39.1	440	2.7
Primary, Sec. & Special Ed. Teachers (252000)	65,730	15,198	23.1	50,510	76.8	13,965	21.2	46,010	70.0	605	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,873	96.8	95	1.3	5,860	82.5	40	0.6
Elementary & Middle School Teachers (252020)	42,280	9,095	21.5	33,184	78.5	8,305	19.6	30,420	71.9	410	1.0
Secondary School Teachers (252030)	12,785	5,389	42.2	7,389	57.8	5,135	40.2	6,815	53.3	115	0.9
Special Education Teachers (252040)	3,565	495	13.9	3,064	85.9	430	12.1	2,915	81.8	40	1.1
Other Teachers & Instructors (253000)	9,155	2,933	32.0	6,215	67.9	2,530	27.6	5,370	58.7	159	1.7
Librarians, Curators, & Archivists (254000)	5,145	1,088	21.1	4,062	79.0	865	16.8	3,645	70.8	75	1.5
Archivists, Curators, & Museum Techs. (254010)	805	309	38.4	499	62.0	255	31.7	435	54.0	35	4.3
Librarians (254021)	3,445	474	13.8	2,970	86.2	375	10.9	2,675	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	535	59.8	40	4.5
Other Educ., Training, & Library Occs. (259000)	14,645	1,374	9.4	13,260	90.5	945	6.5	10,280	70.2	175	1.2
Teacher Assistants (259041)	13,885	1,084	7.8	12,790	92.1	710	5.1	9,840	70.9	155	1.1
Other Educ., Training, & Library Wrks (2590XX)	760	290	38.2	470	61.8	235	30.9	440	57.9	20	2.6
Arts, Des., Entert., Sports, & Media Occs. (270001)	38,310	20,177	52.7	18,059	47.1	18,080	47.2	16,360	42.7	823	2.1
Art & Design Workers (271000)	15,780	7,238	45.9	8,527	54.0	6,610	41.9	7,870	49.9	210	1.3
Artists & Related Workers (271010)	3,360	1,664	49.5	1,682	50.1	1,560	46.4	1,555	46.3	35	1.0

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Black Non-Hispanic Female	% 	Hispanic in Any Race				All Other Non-Hispanic				Occupation	
		Male	%	Female	%	Male	%	Female	%		
53	0.8	113	1.7	134	2.1	649	10.0	464	7.2	Physical Scientists (192000)	
0	0.0	4	2.1	0	0.0	10	5.1	0	0.0	Astronomers & Physicists (192010)	
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Atmospheric & Space Scientists (192021)	
4	0.2	45	1.8	75	3.1	185	7.6	160	6.5	Chemists & Materials Scientists (192030)	
0	0.0	4	0.5	10	1.3	19	2.6	0	0.0	Environ. Scientists & Geoscientists (192040)	
49	1.6	60	2.0	49	1.6	435	14.5	304	10.1	Physical Scientists, All Other (192099)	
80	1.3	44	0.7	79	1.3	108	1.8	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	94	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	400	4.6	70	0.8	79	0.9	Counselors (211010)	
1,515	13.9	305	2.8	965	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 (211090)	
65	1.3	99	2.0	59	1.2	214	4.3	64	1.3	Religious Workers (212000)	
35	1.0	85	2.4	14	0.4	174	4.8	30	0.8	Clergy (212011)	
0	0.0	0	0.0	0	0.0	0	0.0	4	1.1	Directors, Religious Activities & Educ. (212021)	
30	2.9	14	1.4	45	4.3	40	3.9	30	2.9	Religious Workers, All Other (212099)	
634	2.7	114	0.5	470	2.0	296	1.3	306	1.3	Legal Occupations (230001)	
249	1.6	65	0.4	155	1.0	256	1.6	152	1.0	Lawyers, Judges, & Related Workers (231000)	
205	1.4	65	0.4	145	1.0	242	1.7	138	0.9	Lawyers (231011)	
44	4.6	0	0.0	10	1.0	14	1.5	14	1.5	Judges, Magistrates, & Other Jud. Wrkrs (231020)	
385	4.9	49	0.6	315	4.0	40	0.5	154	2.0	Legal Support Workers (232000)	
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)	
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)	
4,218	3.8	1,184	1.1	3,719	3.4	1,344	1.2	2,286	2.1	Education, Training, & Library Occs. (250001)	
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)	
1,909	2.9	419	0.6	1,650	2.5	209	0.3	941	1.4	Primary, Sec. & Special Ed. Teachers (252000)	
465	6.5	74	1.0	405	5.7	10	0.1	143	2.0	Preschool & Kindergarten Teachers (252010)	
1,139	2.7	225	0.5	980	2.3	155	0.4	645	1.5	Elementary & Middle School Teachers (252020)	
245	1.9	95	0.7	200	1.6	44	0.3	129	1.0	Secondary School Teachers (252030)	
60	1.7	25	0.7	65	1.8	0	0.0	24	0.7	Special Education Teachers (252040)	
385	4.2	130	1.4	225	2.5	114	1.2	235	2.6	Other Teachers & Instructors (253000)	
150	2.9	50	1.0	94	1.8	98	1.9	173	3.4	Librarians, Curators, & Archivists (254000)	
20	2.5	0	0.0	0	0.0	19	2.4	44	5.5	Archivists, Curators, & Museum Techs. (254010)	
95	2.8	30	0.9	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	260	1.8	Other Educ., Training, & Library Occs. (259000)	
1,345	9.7	175	1.3	1,345	9.7	44	0.3	260	1.9	Teacher Assistants (259041)	
30	3.9	25	3.3	0	0.0	10	1.3	0	0.0	Other Educ., Training, & Library Wrkrs (2590XX)	
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	%
		Total	Male	%	Female	%	Total	Male	%	Female	%
Designers (271020)	12,420	5,574	44.9	6,845	55.1	5,050	40.7	6,315	50.8	175	1.4
Entertainers & Perf., Sports & Rel. Wrks. (272000)	7,925	5,060	63.8	2,830	35.7	4,370	55.1	2,670	33.7	344	4.3
Actors (272011)	295	160	54.2	134	45.4	120	40.7	100	33.9	10	3.4
Producers & Directors (272012)	2,000	1,233	61.7	764	38.2	1,115	55.8	700	35.0	69	3.5
Athletes, Coaches, Umps, & Rel. Wrks (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	28.8	155	4.9
Dancers & Choreographers (272030)	155	50	32.3	98	63.2	50	32.3	90	58.1	0	0.0
Musicians, Singers, & Rel. Workers (272040)	2,045	1,258	61.5	778	38.0	1,095	53.5	760	37.2	85	4.2
Ent. & Perf., Sports & Rel. Wrks, All Other (272099)	240	124	51.7	108	45.0	75	31.3	100	41.7	25	10.4
Media & Communication Workers (273000)	11,555	5,576	48.3	5,957	51.6	5,070	43.9	5,195	45.0	159	1.4
Announcers (273010)	620	544	87.7	80	12.9	425	68.5	55	8.9	45	7.3
News Analysts, Reporters & Corresp. (273020)	1,250	750	60.0	500	40.0	720	57.6	430	34.4	20	1.6
Public Relations Specialists (273031)	1,850	653	35.3	1,184	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 Engring. Techs, Etc. (2740XX)	1,070	894	83.6	170	15.9	775	72.4	160	15.0	80	7.5
Healthcare Practitioners & Tech. Occs. (290001)	85,625	21,547	25.2	64,047	74.8	18,134	21.2	55,190	64.5	856	1.0
Health Diag. & Treating Practitioners (291000)	61,470	16,694	27.2	44,782	72.9	14,139	23.0	39,460	64.2	531	0.9
Chiropractors (291011)	615	430	69.9	184	29.9	430	69.9	130	21.1	0	0.0
Dentists (291020)	2,360	2,065	87.5	294	12.5	1,890	80.1	190	8.1	80	3.4
Dietitians & Nutritionists (291031)	1,210	114	9.4	1,100	90.9	80	6.6	905	74.8	30	2.5
Optometrists (291041)	385	265	68.8	124	32.2	265	68.8	120	31.2	0	0.0
Pharmacists (291051)	2,420	1,294	53.5	1,130	46.7	1,265	52.3	1,035	42.8	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	21,113	6.3	31,220	93.7	1,660	5.0	27,610	82.8	135	0.4
Audiologists (291121)	180	20	11.1	160	88.9	20	11.1	160	88.9	0	0.0
Occupational Therapists (291122)	1,065	30	2.8	1,040	97.7	30	2.8	1,000	93.9	0	0.0
Physical Therapists (291123)	2,315	418	18.1	1,893	81.8	340	14.7	1,755	75.8	44	1.9
Radiation Therapists (291124)	210	35	16.7	175	83.3	35	16.7	175	83.3	0	0.0
Recreational Therapists (291125)	625	64	10.2	565	90.4	50	8.0	535	85.6	10	1.6
Respiratory Therapists (291126)	1,035	335	32.4	704	68.0	250	24.2	665	64.3	25	2.4
Speech-Language Pathologists (291127)	1,320	49	3.7	1,269	96.1	35	2.7	1,220	92.4	4	0.3
Therapists, All Other (291129)	930	234	25.2	694	74.6	230	24.7	640	68.8	4	0.4
Veterinarians (291131)	875	412	47.1	460	52.6	375	42.9	445	50.9	0	0.0
Health Diag. & Treating Pract., All Other (291199)	100	12	12.0	84	84.0	4	4.0	80	80.0	0	0.0
Health Technologists & Technicians (292000)	22,995	4,284	18.6	18,681	81.2	3,490	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	832	70.8	335	28.5	800	68.1	325	27.7	10	0.9
Health Diag & Treat. Pract. Supp. Techs. (292050)	3,800	704	18.5	3,094	81.4	505	13.3	2,555	67.2	70	1.8
Lic. Practical & Lic. Vocational Nurses (292061)	6,380	389	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	56.4	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	569	49.1	584	50.3	505	43.5	435	37.5	50	4.3

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												Statewide
Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic						
Female	%	Male	%	Female	%	Male	%	Female	%	Occupation		
160	1.3	180	1.4	205	1.7	169	1.4	165	1.3	Designers (271020)		
77	1.0	169	2.1	61	0.8	177	2.2	22	0.3	Entertainers & Perf., Sports & Rel. Wrks. (272000)		
20	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)		

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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
SERVICE OCCUPATIONS (310000)	256,275	114,573	44.7	141,548	55.2	78,060	30.5	99,039	38.6	13,303	5.2
Healthcare Support Occupations (310001)	43,250	5,392	12.5	37,857	87.5	3,060	7.1	23,020	53.2	1,365	3.2
Nursing, Psych., & Home Health Aides (311000)	29,895	3,694	12.4	26,210	87.7	2,050	6.9	13,465	45.0	960	3.2
Nursing, Psych., & Home Health Aides (311010)	29,895	3,694	12.4	26,210	87.7	2,050	6.9	13,465	45.0	960	3.2
Occ. & Phys. Therapist 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	10,988	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
Protective Service Occupations (330001)	33,185	27,605	83.2	5,550	16.7	21,235	64.0	3,904	11.8	3,454	10.4
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	3,905	3,441	88.1	441	11.3	2,870	73.5	319	8.2	345	8.8
First-Line Super./Mgrs. of Correct. Offrs (331011)	455	314	69.0	135	29.7	215	47.3	95	20.9	65	14.3
First-Line Super./Mgrs. of Police & Det. (331012)	1,430	1,323	92.5	99	6.9	1,175	82.2	60	4.2	95	6.6
First-Line Super./Mgrs. of Fire Fighters (331021)	705	695	98.6	4	0.6	635	90.1	4	0.6	50	7.1
Super., Protect. Serv. Wrkrs, 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	1.8	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	13.8	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. Wrkers (33909X)	2,035	1,254	61.6	780	38.3	985	48.4	635	31.2	90	4.4
Food Prep. & Serving-Rel. Occupations (350001)	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. Wrkrs (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./Mgrs. of Food Workers (351012)	5,100	2,580	50.6	2,519	49.4	1,760	34.5	1,870	36.7	340	6.7
Cooks & Food Preparation Workers (352000)	22,545	13,438	59.6	9,111	40.4	7,150	31.7	6,485	28.8	1,775	7.9
Cooks (352010)	15,345	10,063	65.6	5,282	34.4	5,255	34.2	3,770	24.6	1,380	9.0
Food Preparation Workers (352021)	7,200	3,375	46.9	3,829	53.2	1,895	26.3	2,715	37.7	395	5.5
Food & Beverage Serving Workers (353000)	32,705	9,054	27.7	23,625	72.2	6,840	20.9	19,910	60.9	709	2.2
Bartenders (353011)	3,570	1,749	49.0	1,808	50.6	1,585	44.4	1,735	48.6	20	0.6
Comb Food Prep/Serv., Incl. Fast Food (353021)	4,295	1,548	36.0	2,741	63.8	970	22.6	2,190	51.0	230	5.4
Counter Attend., Café, Food Conc., Etc. (353022)	3,035	869	28.6	2,158	71.1	700	23.1	1,750	57.7	44	1.4
Waiters & Waitresses (353031)	20,015	4,329	21.6	15,689	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	2,885	30.3	3,705	38.9	454	4.8
Dishwashers (359021)	3,195	2,553	79.9	632	19.8	1,390	43.5	385	12.1	219	6.9
Hosts/Hostesses, Rest., Lounge, Etc. (359031)	1,810	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	56.6	1,295	28.6	2,015	44.5	190	4.2
Bldng & Grounds Cleaning & Maint. Occs. (370001)	55,005	36,519	66.4	18,468	33.6	23,820	43.3	9,990	18.2	3,764	6.8
Super., Bldng & Grnds Clean & Maint. Wrkrs (371000)	3,625	2,874	79.3	750	20.7	2,235	61.7	445	12.3	255	7.0
First-Line Supr./Mgrs. of Housekeeping Etc. (371011)	2,040	1,379	67.6	655	32.1	965	47.3	350	17.2	180	8.8
First-Line Supr./Mgrs. of Landscaping, Etc. (371012)	1,585	1,495	94.3	95	6.0	1,270	80.1	95	6.0	75	4.7

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic						
Female	%	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	500	1.2	3,849	8.9	467	1.1	1,745	4.0	Healthcare Support Occupations (310001)		
8,245	27.6	330	1.1	3,075	10.3	354	1.2	1,425	4.8	Nursing, Psych., & Home Health Aides (311000)		
8,245	27.6	330	1.1	3,075	10.3	354	1.2	1,425	4.8	Nursing, Psych., & Home Health Aides (311010)		
50	6.0	10	1.2	4	0.5	4	0.5	40	4.8	Occ. & Phys. Therapist Assists & Aides (312000)		
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Occ. Therapist Assistants & Aides (312010)		
50	7.2	10	1.4	4	0.6	4	0.6	40	5.8	Physical Therapist Assistants & Aides (312020)		
948	7.6	160	1.3	770	6.2	109	0.9	280	2.2	Other Healthcare Support Occupations (319000)		
14	1.4	15	1.5	20	2.0	0	0.0	20	2.0	Massage Therapists (319011)		
130	4.1	25	0.8	270	8.5	0	0.0	60	1.9	Dental Assistants (319091)		
804	9.6	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	184	4.7	29	0.7	42	1.1	44	1.1	First-Line Super./Mgr., Protective Serv. Wrkr (331000)		
30	6.6	34	7.5	0	0.0	0	0.0	10	2.2	First-Line Super./Mgrs. of Correct. 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. Wrkers, All Other (331099)		
0	0.0	314	7.6	0	0.0	30	0.7	0	0.0	Fire Fighting & Prevention Workers (332000)		
0	0.0	300	7.9	0	0.0	30	0.8	0	0.0	Fire Fighters (332011)		
0	0.0	14	4.2	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)		
385	3.3	740	6.2	204	1.7	197	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	85	7.1	19	1.6	30	2.5	0	0.0	Detectives & Criminal Investigators (333021)		
85	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)		
539	4.1	995	7.5	220	1.7	414	3.1	127	1.0	Other Protective Service Workers (339000)		
0	0.0	0	0.0	0	0.0	10	4.8	0	0.0	Animal Control Workers (339011)		
4	0.7	40	6.5	0	0.0	14	2.3	0	0.0	Private Detectives & Investigators (339021)		
415	4.3	825	8.5	125	1.3	322	3.3	88	0.9	Sec. Guards & Gaming Surv. Officers (339030)		
55	7.1	15	1.9	40	5.2	4	0.5	14	1.8	Crossing Guards (339091)		
65	3.2	115	5.7	55	2.7	64	3.1	25	1.2	Lifeguards & Other Prot. Serv. Wrkers (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	186	1.8	Supervisors, Food Prep. & Serv. Wrks (351000)		
70	1.3	380	7.1	0	0.0	389	7.3	92	1.7	Chefs & Head Cooks (351011)		
305	6.0	325	6.4	250	4.9	155	3.0	94	1.8	First-Line Super./Mgrs. of Food Workers (351012)		
885	3.9	3,385	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., Café, 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	1.8	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., Lounge, Etc. (359031)		
210	4.6	330	7.3	240	5.3	139	3.1	94	2.1	Misc. Food Prep & Serving Rel. Workers (3590XX)		
2,435	4.4	7,630	13.9	4,835	8.8	1,305	2.4	1,208	2.2	Bldng & Grounds Cleaning & Maint. Occs. (370001)		
115	3.2	345	9.5	165	4.6	39	1.1	25	0.7	Super., Bldng & Grnds Clean & Maint. Wrks (371000)		
115	5.6	195	9.6	165	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
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Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	Male	Total	Female	Total	Male	Total	Female	Total	Male
Real Estate Brokers & Sales Agents (419020)	9,155	3,684	40.2	5,460	59.6	3,510	38.3	5,185	56.6	70	0.8
Sales Engineers (419031)	635	620	97.6	15	2.4	610	96.1	15	2.4	0	0.0
Telemarketers (419041)	2,310	934	40.4	1,363	59.0	610	26.4	1,005	43.5	105	4.5
Door-To-Door Sales Workers & Rel Wrks (419091)	2,005	1,093	54.5	909	45.3	895	44.6	725	36.2	69	3.4
Sales & Related Workers, All Other (419099)	3,025	1,488	49.2	1,535	50.7	1,385	45.8	1,400	46.3	55	1.8
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	267,370	66,630	24.9	200,647	75.0	50,915	19.0	163,715	61.2	7,629	2.9
Super., Office & Admin. Support Workers (431000)	22,640	7,042	31.1	15,595	68.9	5,670	25.0	13,380	59.1	504	2.2
First-Line Sup./Mgrs., Admin. Support Wrks (431011)	22,640	7,042	31.1	15,595	68.9	5,670	25.0	13,380	59.1	504	2.2
Communications Equipment Operators (432000)	2,095	572	27.3	1,513	72.2	390	18.6	1,220	58.2	80	3.8
Switchboard Operators, Incl. Ans. Service (432011)	900	149	16.6	744	82.7	110	12.2	630	70.0	35	3.9
Telephone Operators (432021)	1,045	350	33.5	699	66.9	245	23.4	535	51.2	25	2.4
Comm. Equipment Operators, All Other (432099)	150	73	48.7	70	46.7	35	23.3	55	36.7	20	13.3
Financial Clerks (433000)	38,635	4,515	11.7	34,101	88.3	3,725	9.6	29,045	75.2	414	1.1
Bill & Account Collectors (433011)	2,035	624	30.7	1,404	69.0	500	24.6	1,070	52.6	75	3.7
Billing & Posting Clerks & Machine Oper. (433021)	4,930	429	8.7	4,484	91.0	365	7.4	3,910	79.3	35	0.7
Bookkeeping, Acctng, & Auditing Clerks (433031)	22,740	2,509	11.0	20,233	89.0	2,055	9.0	17,780	78.2	219	1.0
Gaming Cage Workers (433041)	335	60	17.9	280	83.6	50	14.9	175	52.2	0	0.0
Payroll & Timekeeping Clerks (433051)	3,080	254	8.2	2,828	91.8	205	6.7	2,365	76.8	35	1.1
Procurement Clerks (433061)	530	220	41.5	302	57.0	220	41.5	280	52.8	0	0.0
Tellers (433071)	4,985	419	8.4	4,570	91.7	330	6.6	3,465	69.5	50	1.0
Information & Record Clerks (434000)	58,180	12,050	20.7	46,103	79.2	9,405	16.2	36,170	62.2	1,403	2.4
Brokerage Clerks (434011)	210	65	31.0	144	68.6	55	26.2	85	40.5	0	0.0
Court, Municipal, & License Clerks (434031)	595	159	26.7	435	73.1	130	21.8	370	62.2	25	4.2
Credit Authorizers, Checkers, & Clerks (434041)	690	179	25.9	498	72.2	160	23.2	390	56.5	15	2.2
Customer Service Representatives (434051)	26,895	7,139	26.5	19,755	73.5	5,810	21.6	15,315	56.9	679	2.5
Eligibility Interviewers, Govt. Programs (434061)	690	179	25.9	510	73.9	140	20.3	285	41.3	15	2.2
File Clerks (434071)	3,720	730	19.6	2,983	80.2	540	14.5	2,345	63.0	135	3.6
Hotel, Motel, & Resort Desk Clerks (434081)	830	285	34.3	540	65.1	215	25.9	320	38.6	25	3.0
Interviewers, Except Eligibility & Loan (434111)	1,835	499	27.2	1,344	73.2	360	19.6	1,045	56.9	55	3.0
Library Assistants, Clerical (434121)	2,250	355	15.8	1,899	84.4	290	12.9	1,520	67.6	25	1.1
Loan Interviewers & Clerks (434131)	875	144	16.5	729	83.3	140	16.0	615	70.3	0	0.0
New Accounts Clerks (434141)	170	34	20.0	130	76.5	30	17.6	95	55.9	4	2.4
Human Res. Assists, Exc. Payroll Etc. (434161)	535	105	19.6	428	80.0	70	13.1	310	57.9	25	4.7
Receptionists & Information Clerks (434171)	14,090	814	5.8	13,280	94.3	590	4.2	10,850	77.0	110	0.8
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	1,655	445	26.9	1,205	72.8	285	17.2	865	52.3	115	6.9
Information & Record Clerks, All Other (434199)	805	109	13.5	689	85.6	95	11.8	560	69.6	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	2,335	809	34.6	1,534	65.7	495	21.2	1,200	51.4	175	7.5
Material Recording, Scheduling, Etc. (435000)	43,915	28,977	66.0	14,941	34.0	21,525	49.0	10,785	24.6	3,609	8.2
Cargo & Freight Agents (435011)	195	169	86.7	30	15.4	155	79.5	10	5.1	0	0.0
Couriers & Messengers (435021)	2,500	2,085	83.4	418	16.7	1,475	59.0	305	12.2	330	13.2
Dispatchers (435030)	2,890	1,508	52.2	1,379	47.7	1,255	43.4	1,025	35.5	179	6.2
Meter Readers, Utilities (435041)	280	249	88.9	30	10.7	180	64.3	10	3.6	40	14.3
Postal Service Clerks (435051)	2,205	1,070	48.5	1,139	51.7	795	36.1	650	29.5	160	7.3
Postal Service Mail Carriers (435052)	5,130	3,795	74.0	1,343	26.2	2,970	57.9	1,080	21.1	425	8.3
Postal Service Mail Sorters, Processors, Etc. (435053)	2,040	1,064	52.2	974	47.7	780	38.2	470	23.0	175	8.6
Production, Planning, & Expediting Clerks (435061)	4,700	2,300	48.9	2,395	51.0	2,000	42.6	2,015	42.9	155	3.3
Shipping, Receiving, & Traffic Clerks (435071)	8,135	5,969	73.4	2,164	26.6	4,195	51.6	1,530	18.8	760	9.3
Stock Clerks & Order Fillers (435081)	15,210	10,415	68.5	4,789	31.5	7,415	48.8	3,475	22.8	1,360	8.9
Weighers, Measurers, Checkers, Etc. (435111)	630	353	56.0	280	44.4	305	48.4	215	34.1	25	4.0
Secretaries & Administrative Assistants (436000)	53,290	1,463	2.7	51,820	97.2	1,155	2.2	44,750	84.0	120	0.2
Secretaries & Administrative Assistants (436010)	53,290	1,463	2.7	51,820	97.2	1,155	2.2	44,750	84.0	120	0.2
Other Office & Admin. Support Workers (439000)	48,615	12,011	24.7	36,574	75.2	9,045	18.6	28,365	58.3	1,499	3.1

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											Statewide
Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation	
Female	%	Male	%	Female	%	Male	%	Female	%		
85	0.9	75	0.8	115	1.3	29	0.3	75	0.8	Real Estate Brokers & Sales Agents (419020)	
0	0.0	0	0.0	0	0.0	10	1.6	0	0.0	Sales Engineers (419031)	
255	11.0	125	5.4	65	2.8	94	4.1	38	1.6	Telemarketers (419041)	
60	3.0	95	4.7	70	3.5	34	1.7	54	2.7	Door-To-Door Sales Workers & Rel Wrks (419091)	
85	2.8	19	0.6	25	0.8	29	1.0	25	0.8	Sales & Related Workers, All Other (419099)	
19,108	7.1	5,293	2.0	12,409	4.6	2,793	1.0	5,415	2.0	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	
1,070	4.7	595	2.6	820	3.6	273	1.2	325	1.4	Super., Office & Admin. Support Workers (431000)	
1,070	4.7	595	2.6	820	3.6	273	1.2	325	1.4	First-Line Sup./Mgrs., Admin. Support Wrks (431011)	
145	6.9	34	1.6	140	6.7	68	3.2	8	0.4	Communications Equipment Operators (432000)	
50	5.6	0	0.0	60	6.7	4	0.4	4	0.4	Switchboard Operators, Incl. Ans. Service (432011)	
80	7.7	20	1.9	80	7.7	60	5.7	4	0.4	Telephone Operators (432021)	
15	10.0	14	9.3	0	0.0	4	2.7	0	0.0	Comm. Equipment Operators, All Other (432099)	
2,508	6.5	143	0.4	1,559	4.0	233	0.6	989	2.6	Financial Clerks (433000)	
180	8.8	39	1.9	140	6.9	10	0.5	14	0.7	Bill & Account Collectors (433011)	
250	5.1	4	0.1	220	4.5	25	0.5	104	2.1	Billing & Posting Clerks & Machine Oper. (433021)	
1,294	5.7	70	0.3	710	3.1	165	0.7	449	2.0	Bookkeeping, Acctng, & Auditing Clerks (433031)	
35	10.4	0	0.0	20	6.0	10	3.0	50	14.9	Gaming Cage Workers (433041)	
300	9.7	10	0.3	115	3.7	4	0.1	48	1.6	Payroll & Timekeeping Clerks (433051)	
4	0.8	0	0.0	14	2.6	0	0.0	4	0.8	Procurement Clerks (433061)	
445	8.9	20	0.4	340	6.8	19	0.4	320	6.4	Tellers (433071)	
5,265	9.0	826	1.4	3,437	5.9	416	0.7	1,231	2.1	Information & Record Clerks (434000)	
35	16.7	10	4.8	20	9.5	0	0.0	4	1.9	Brokerage Clerks (434011)	
45	7.6	4	0.7	20	3.4	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)	
70	10.1	0	0.0	34	4.9	4	0.6	4	0.6	Credit Authorizers, Checkers, & Clerks (434041)	
2,535	9.4	445	1.7	1,365	5.1	205	0.8	540	2.0	Customer Service Representatives (434051)	
155	22.5	20	2.9	60	8.7	4	0.6	10	1.4	Eligibility Interviewers, Govt. Programs (434061)	
340	9.1	45	1.2	220	5.9	10	0.3	78	2.1	File Clerks (434071)	
105	12.7	20	2.4	90	10.8	25	3.0	25	3.0	Hotel, Motel, & Resort Desk Clerks (434081)	
145	7.9	25	1.4	110	6.0	59	3.2	44	2.4	Interviewers, Except Eligibility & Loan (434111)	
195	8.7	25	1.1	44	2.0	15	0.7	140	6.2	Library Assistants, Clerical (434121)	
45	5.1	4	0.5	40	4.6	0	0.0	29	3.3	Loan Interviewers & Clerks (434131)	
35	20.6	0	0.0	0	0.0	0	0.0	0	0.0	New Accounts Clerks (434141)	
75	14.0	10	1.9	24	4.5	0	0.0	19	3.6	Human Res. Assists, Exc. Payroll Etc. (434161)	
1,040	7.4	64	0.5	1,130	8.0	50	0.4	260	1.8	Receptionists & Information Clerks (434171)	
220	13.3	35	2.1	95	5.7	10	0.6	25	1.5	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	
50	6.2	4	0.5	55	6.8	10	1.2	24	3.0	Information & Record Clerks, All Other (434199)	
175	7.5	115	4.9	130	5.6	24	1.0	29	1.2	Correspondence Clerks & Order Clerks (434XXX)	
2,010	4.6	2,832	6.4	1,474	3.4	1,011	2.3	672	1.5	Material Recording, Scheduling, Etc. (435000)	
20	10.3	14	7.2	0	0.0	0	0.0	0	0.0	Cargo & Freight Agents (435011)	
60	2.4	220	8.8	39	1.6	60	2.4	14	0.6	Couriers & Messengers (435021)	
255	8.8	55	1.9	65	2.2	19	0.7	34	1.2	Dispatchers (435030)	
0	0.0	25	8.9	20	7.1	4	1.4	0	0.0	Meter Readers, Utilities (435041)	
295	13.4	60	2.7	115	5.2	55	2.5	79	3.6	Postal Service Clerks (435051)	
190	3.7	275	5.4	65	1.3	125	2.4	8	0.2	Postal Service Mail Carriers (435052)	
280	13.7	90	4.4	130	6.4	19	0.9	94	4.6	Postal Service Mail Sorters, Processors, Etc. (435053)	
165	3.5	80	1.7	115	2.4	65	1.4	100	2.1	Production, Planning, & Expediting Clerks (435061)	
225	2.8	855	10.5	305	3.7	159	2.0	104	1.3	Shipping, Receiving, & Traffic Clerks (435071)	
500	3.3	1,150	7.6	585	3.8	490	3.2	229	1.5	Stock Clerks & Order Fillers (435081)	
20	3.2	8	1.3	35	5.6	15	2.4	10	1.6	Weighers, Measurers, Checkers, Etc. (435111)	
3,800	7.1	70	0.1	2,330	4.4	118	0.2	940	1.8	Secretaries & Administrative Assistants (436000)	
3,800	7.1	70	0.1	2,330	4.4	118	0.2	940	1.8	Secretaries & Administrative Assistants (436010)	
4,310	8.9	793	1.6	2,649	5.4	674	1.4	1,250	2.6	Other Office & Admin. Support Workers (439000)	

CONNECTICUT OCCUPATIONAL STATISTICS
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Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
SERVICE OCCUPATIONS (310000)	63,175	28,293	44.8	34,801	55.1	17,764	28.1	22,424	35.5	4,303	6.8
<i>Healthcare Support Occupations (310001)</i>	10,940	1,466	13.4	9,457	86.4	710	6.5	5,060	46.3	515	4.7
Nursing, Psych., & Home Health Aides (311000)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Nursing, Psych., & Home Health Aides (311010)	7,640	964	12.6	6,674	87.4	440	5.8	2,895	37.9	360	4.7
Occ. & Phys. Therapist Assists & Aides (312000)	195	54	27.7	135	69.2	40	20.5	120	61.5	10	5.1
Occ. Therapist Assistants & Aides (312010)	65	0	0.0	65	100.0	0	0.0	65	100.0	0	0.0
Physical Therapist Assistants & Aides (312020)	130	54	41.5	70	53.8	40	30.8	55	42.3	10	7.7
Other Healthcare Support Occupations (319000)	3,105	448	14.4	2,648	85.3	230	7.4	2,045	65.9	145	4.7
Massage Therapists (319011)	155	40	25.8	115	74.2	30	19.4	105	67.7	10	6.5
Dental Assistants (319091)	750	10	1.3	735	98.0	10	1.3	635	84.7	0	0.0
Med. Assist. & Other Health Supp. Occs (31909X)	2,200	398	18.1	1,798	81.7	190	8.6	1,305	59.3	135	6.1
<i>Protective Service Occupations (330001)</i>	8,445	6,970	82.5	1,460	17.3	4,905	58.1	860	10.2	1,227	14.5
First-Line Super./Mgr., Protective Serv. Wrkr (331000)	1,090	964	88.4	127	11.7	765	70.2	115	10.6	150	13.8
First-Line Super./Mgrs. of Correct. Offrs (331011)	135	110	81.5	25	18.5	90	66.7	25	18.5	10	7.4
First-Line Super./Mgrs. of Police & Det. (331012)	375	354	94.4	20	5.3	320	85.3	20	5.3	30	8.0
First-Line Super./Mgrs. of Fire Fighters (331021)	180	185	102.8	0	0.0	150	83.3	0	0.0	25	13.9
Super., Protect. Serv. Wrkrs, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	85	21.3
Fire Fighting & Prevention Workers (332000)	735	725	98.6	15	2.0	555	75.5	15	2.0	85	11.6
Fire Fighters (332011)	715	705	98.6	15	2.1	535	74.8	15	2.1	85	11.9
Fire Inspectors (332020)	20	20	100.0	0	0.0	20	100.0	0	0.0	0	0.0
Law Enforcement Workers (333000)	2,800	2,375	84.8	418	14.9	1,850	66.1	190	6.8	299	10.7
Bailiffs, Correctional Officers, & Jailers (333010)	1,045	864	82.7	184	17.6	555	53.1	55	5.3	210	20.1
Detectives & Criminal Investigators (333021)	145	112	77.2	24	16.6	100	69.0	20	13.8	4	2.8
Police Officers (333050)	1,610	1,399	86.9	210	13.0	1,195	74.2	115	7.1	85	5.3
Misc. Law Enforcement Workers (3330XX)	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other Protective Service Workers (339000)	3,820	2,906	76.1	900	23.6	1,735	45.4	540	14.1	693	18.1
Animal Control Workers (339011)	45	20	44.4	25	55.6	20	44.4	25	55.6	0	0.0
Private Detectives & Investigators (339021)	210	135	64.3	74	35.2	70	33.3	70	33.3	25	11.9
Sec. Guards & Gaming Surv. Officers (339030)	2,620	2,163	82.6	446	17.0	1,145	43.7	230	8.8	649	24.8
Crossing Guards (339091)	295	128	43.4	165	55.9	120	40.7	105	35.6	4	1.4
Lifeguards & Other Prot. Serv. Wrkers (33909X)	650	460	70.8	190	29.2	380	58.5	110	16.9	15	2.3
<i>Food Prep. & Serving-Rel. Occupations (350001)</i>	19,365	8,887	45.9	10,470	54.1	5,245	27.1	7,675	39.6	1,119	5.8
Supervisors, Food Prep. & Serv. 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
Bartenders (353011)	895	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., Café, Food Conc., Etc. (353022)	720	249	34.6	470	65.3	165	22.9	320	44.4	34	4.7
Waiters & Waitresses (353031)	5,395	1,270	23.5	4,130	76.6	920	17.1	3,290	61.0	105	1.9
Food Servers, Non-restaurant (353041)	415	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	56.8	295	26.5	420	37.7	25	2.2
<i>Bldng & Grounds Cleaning & Maint. Occs. (370001)</i>	12,535	8,476	67.6	4,043	32.3	5,190	41.4	2,029	16.2	1,174	9.4
Super., Bldng & Grnds Clean & Maint. Wrkrs (371000)	890	683	76.7	200	22.5	500	56.2	135	15.2	94	10.6
First-Line Supr./Mgrs. of Housekeeping Etc. (371011)	570	399	70.0	170	29.8	240	42.1	105	18.4	90	15.8
First-Line Supr./Mgrs. of Landscaping, Etc. (371012)	320	284	88.8	30	9.4	260	81.3	30	9.4	4	1.3

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	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	Healthcare Support Occupations (310001)
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	Protective Service Occupations (330001)
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. Wrkrs, All Other (331099)
0	0.0	75	10.2	0	0.0	10	1.4	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	75	10.5	0	0.0	10	1.4	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
109	3.9	189	6.8	95	3.4	37	1.3	24	0.9	Law Enforcement Workers (333000)
75	7.2	80	7.7	40	3.8	19	1.8	14	1.3	Bailiffs, Correctional Officers, & Jailers (333010)
4	2.8	4	2.8	0	0.0	4	2.8	0	0.0	Detectives & Criminal Investigators (333021)
30	1.9	105	6.5	55	3.4	14	0.9	10	0.6	Police Officers (333050)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Misc. Law Enforcement Workers (3330XX)
204	5.3	379	9.9	114	3.0	99	2.6	42	1.1	Other Protective Service Workers (339000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Animal Control Workers (339011)
4	1.9	30	14.3	0	0.0	10	4.8	0	0.0	Private Detectives & Investigators (339021)
115	4.4	280	10.7	69	2.6	89	3.4	32	1.2	Sec. Guards & Gaming Surv. Officers (339030)
40	13.6	4	1.4	20	6.8	0	0.0	0	0.0	Crossing Guards (339091)
45	6.9	65	10.0	25	3.8	0	0.0	10	1.5	Lifeguards & Other Prot. Serv. Wrkers (33909X)
1,005	5.2	1,778	9.2	1,254	6.5	745	3.8	536	2.8	Food Prep. & Serving-Rel. Occupations (350001)
110	4.3	175	6.8	125	4.9	134	5.2	64	2.5	Supervisors, Food Prep. & Serv. Wrkers (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 (351021)
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., Café, 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	8.6	282	2.2	174	1.4	Bldng & Grounds Cleaning & Maint. Occs. (370001)
25	2.8	85	9.6	40	4.5	4	0.4	0	0.0	Super., Bldng & Grnds Clean & Maint. Wrkers (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)

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Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	Male	Total	Female	Total	Male	Total	Female	Total	Male
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,758	40.5	3,080	33.2	1,824	19.7	870	9.4
Maids & Housekeeping Cleaners (372012)	3,085	645	20.9	2,444	79.2	210	6.8	1,180	38.2	125	4.1
Janitors & Building Cleaners (37201X)	6,095	4,778	78.4	1,310	21.5	2,805	46.0	640	10.5	715	11.7
Pest Control Workers (372021)	100	95	95.0	4	4.0	65	65.0	4	4.0	30	30.0
Grounds Maintenance Workers (373000)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Grounds Maintenance Workers (373010)	2,365	2,275	96.2	85	3.6	1,610	68.1	70	3.0	210	8.9
Personal Care & Service Occupations (390001)	11,890	2,494	21.0	9,371	78.8	1,714	14.4	6,800	57.2	268	2.3
Super., Personal Care & Service Workers (391000)	415	227	54.7	178	42.9	170	41.0	145	34.9	4	1.0
First-Line Super./Mgrs. of Gaming Workers (391010)	85	59	69.4	25	29.4	55	64.7	25	29.4	0	0.0
First-Line Super./Mgrs. of Pers. Serv. Wrkrs (391021)	330	168	50.9	153	46.4	115	34.8	120	36.4	4	1.2
Animal Care & Service Workers (392000)	455	106	23.3	334	73.4	59	13.0	295	64.8	10	2.2
Animal Trainers (392011)	45	8	17.8	35	77.8	4	8.9	35	77.8	0	0.0
Non-farm Animal Caretakers (392021)	410	98	23.9	299	72.9	55	13.4	260	63.4	10	2.4
Entert. Attendants & Related Workers (393000)	1,000	574	57.4	435	43.5	425	42.5	295	29.5	60	6.0
Gaming Services Workers (393010)	210	120	57.1	90	42.9	65	31.0	40	19.0	35	16.7
Motion Picture Projectionists (393021)	25	24	96.0	0	0.0	20	80.0	0	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	0.0
Misc. Entertainment Attend. & Rel Wrkrs (393090)	620	320	51.6	305	49.2	240	38.7	225	36.3	25	4.0
Funeral Service Workers (394000)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Personal Appearance Workers (395000)	2,850	620	21.8	2,233	78.4	385	13.5	1,690	59.3	75	2.6
Barbers (395011)	300	235	78.3	64	21.3	145	48.3	30	10.0	55	18.3
Hairdressers, Stylists, & Cosmetologists (395012)	2,095	300	14.3	1,794	85.6	240	11.5	1,455	69.5	20	1.0
Misc. Personal Appearance Workers (395090)	455	85	18.7	375	82.4	0	0.0	205	45.1	0	0.0
Transp., Tourism, & Lodging Attendants (396000)	280	126	45.0	147	52.5	100	35.7	95	33.9	4	1.4
Baggage Porters, Bellhops, & Concierges (396010)	105	73	69.5	30	28.6	65	61.9	20	19.0	0	0.0
Tour & Travel Guides (396020)	60	30	50.0	29	48.3	20	33.3	25	41.7	0	0.0
Transportation Attendants (396030)	115	23	20.0	88	76.5	15	13.0	50	43.5	4	3.5
Other Personal Care & Service Workers (399000)	6,865	816	11.9	6,044	88.0	550	8.0	4,280	62.3	115	1.7
Child Care Workers (399011)	4,915	334	6.8	4,568	92.9	175	3.6	3,175	64.6	60	1.2
Personal & Home Care Aides (399021)	775	80	10.3	700	90.3	60	7.7	410	52.9	10	1.3
Recreation & Fitness Workers (399030)	680	198	29.1	483	71.0	180	26.5	460	67.6	10	1.5
Residential Advisors (399041)	315	114	36.2	203	64.4	65	20.6	155	49.2	35	11.1
Pers. Care & Serv. Workers, All Other (399099)	180	90	50.0	90	50.0	70	38.9	80	44.4	0	0.0
SALES & RELATED OCCUPATIONS (410000)	48,510	24,900	51.3	23,570	48.6	21,280	43.9	17,884	36.9	1,468	3.0
Supervisors, Sales Workers (411000)	12,070	7,408	61.4	4,643	38.5	6,530	54.1	3,865	32.0	339	2.8
First-Line Super./Mgrs. of Ret. Sales Wrkrs (411011)	7,575	4,805	63.4	2,759	36.4	4,100	54.1	2,230	29.4	270	3.6
First-Line Sup./Mgrs., Non-Ret Sales Wrkrs (411012)	4,495	2,603	57.9	1,884	41.9	2,430	54.1	1,635	36.4	69	1.5
Retail Sales Workers (412000)	20,900	8,405	40.2	12,467	59.7	6,315	30.2	8,530	40.8	830	4.0
Cashiers (412010)	9,450	2,609	27.6	6,833	72.3	1,725	18.3	4,145	43.9	340	3.6
Counter & Rental Clerks (412021)	425	214	50.4	200	47.1	125	29.4	120	28.2	30	7.1
Parts Salespersons (412022)	240	229	95.4	10	4.2	195	81.3	10	4.2	0	0.0
Retail Salespersons (412031)	10,785	5,353	49.6	5,424	50.3	4,270	39.6	4,255	39.5	460	4.3
Sales Representatives, Services (413000)	6,715	3,490	52.0	3,220	48.0	3,160	47.1	2,705	40.3	190	2.8
Advertising Sales Agents (413011)	490	193	39.4	294	60.0	165	33.7	270	55.1	20	4.1
Insurance Sales Agents (413021)	2,675	1,365	51.0	1,325	49.5	1,215	45.4	1,100	41.1	95	3.6
Securities, Comm., & Fin. Serv. Sales Agts (413031)	990	548	55.4	435	43.9	510	51.5	350	35.4	15	1.5
Travel Agents (413041)	700	95	13.6	603	86.1	75	10.7	505	72.1	0	0.0
Sales Reps, Services, All Other (413099)	1,860	1,289	69.3	563	30.3	1,195	64.2	480	25.8	60	3.2
Sales Reps, Wholesale & Manufacturing (414000)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Sales Reps, Wholesale & Manufacturing (414010)	4,760	3,655	76.8	1,117	23.5	3,485	73.2	1,010	21.2	55	1.2
Other Sales & Related Workers (419000)	4,065	1,942	47.8	2,123	52.2	1,790	44.0	1,774	43.6	54	1.3
Models, Demonstrators, & Prod Promoters (419010)	100	30	30.0	70	70.0	30	30.0	55	55.0	0	0.0

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	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	8.6	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./Mgrs. of Gaming Workers (391010)
4	1.2	4	1.2	4	1.2	45	13.6	25	7.6	First-Line Super./Mgrs. of Pers. Serv. Wrks (391021)
0	0.0	29	6.4	25	5.5	8	1.8	14	3.1	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Animal Trainers (392011)
0	0.0	29	7.1	25	6.1	4	1.0	14	3.4	Non-farm Animal Caretakers (392021)
85	8.5	64	6.4	20	2.0	25	2.5	35	3.5	Entert. Attendants & Related Workers (393000)
20	9.5	10	4.8	20	9.5	10	4.8	10	4.8	Gaming Services Workers (393010)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Motion Picture Projectionists (393021)
10	6.9	10	6.9	0	0.0	0	0.0	0	0.0	Ushers, Lobby Attend., & Ticket Takers (393031)
55	8.9	40	6.5	0	0.0	15	2.4	25	4.0	Misc. Entertainment Attend. & Rel Wrks (393090)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Funeral Service Workers (394000)
210	7.4	95	3.3	120	4.2	65	2.3	213	7.5	Personal Appearance Workers (395000)
15	5.0	35	11.7	15	5.0	0	0.0	4	1.3	Barbers (395011)
175	8.4	40	1.9	80	3.8	0	0.0	84	4.0	Hairdressers, Stylists, & Cosmetologists (395012)
20	4.4	20	4.4	25	5.5	65	14.3	125	27.5	Misc. Personal Appearance Workers (395090)
14	5.0	8	2.9	18	6.4	14	5.0	20	7.1	Transp., Tourism, & Lodging Attendants (396000)
0	0.0	8	7.6	10	9.5	0	0.0	0	0.0	Baggage Porters, Bellhops, & Concierges (396010)
4	6.7	0	0.0	0	0.0	10	16.7	0	0.0	Tour & Travel Guides (396020)
10	8.7	0	0.0	8	7.0	4	3.5	20	17.4	Transportation Attendants (396030)
839	12.2	112	1.6	734	10.7	39	0.6	191	2.8	Other Personal Care & Service Workers (399000)
615	12.5	60	1.2	640	13.0	39	0.8	138	2.8	Child Care Workers (399011)
170	21.9	10	1.3	75	9.7	0	0.0	45	5.8	Personal & Home Care Aides (399021)
4	0.6	8	1.2	19	2.8	0	0.0	0	0.0	Recreation & Fitness Workers (399030)
40	12.7	14	4.4	0	0.0	0	0.0	8	2.5	Residential Advisors (399041)
10	5.6	20	11.1	0	0.0	0	0.0	0	0.0	Pers. Care & Serv. Workers, All Other (399099)
2,283	4.7	1,285	2.6	2,468	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./Mgrs. of Ret. Sales Wrks (411011)
120	2.7	70	1.6	95	2.1	34	0.8	34	0.8	First-Line Sup./Mgrs., Non-Ret Sales Wrks (411012)
1,484	7.1	884	4.2	1,890	9.0	376	1.8	563	2.7	Retail Sales Workers (412000)
980	10.4	385	4.1	1,380	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	98	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	0.8	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)
190	4.7	74	1.8	110	2.7	24	0.6	49	1.2	Other Sales & Related Workers (419000)
0	0.0	0	0.0	15	15.0	0	0.0	0	0.0	Models, Demonstrators, & Prod Promoters (419010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	% Male	Female	% Female	Male	% Male	Female	% Female	Male	% Male
										Male	% Male
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,145	56.3	850	41.8	1,055	51.8	10	0.5
Sales Engineers (419031)	170	165	97.1	4	2.4	165	97.1	4	2.4	0	0.0
Telemarketers (419041)	490	205	41.8	279	56.9	190	38.8	155	31.6	15	3.1
Door-To-Door Sales Workers & Rel Wrks (419091)	620	363	58.5	265	42.7	275	44.4	195	31.5	29	4.7
Sales & Related Workers, All Other (419099)	650	294	45.2	360	55.4	280	43.1	310	47.7	0	0.0
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	73,335	19,099	26.0	54,214	73.9	13,680	18.7	41,382	56.4	2,789	3.8
Super., Office & Admin. Support Workers (431000)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
First-Line Sup./Mgrs., Admin. Support Wrks (431011)	6,105	2,144	35.1	3,969	65.0	1,665	27.3	3,340	54.7	154	2.5
Communications Equipment Operators (432000)	355	62	17.5	287	80.8	38	10.7	199	56.1	14	3.9
Switchboard Operators, Incl. Ans. Service (432011)	185	34	18.4	148	80.0	30	16.2	115	62.2	4	2.2
Telephone Operators (432021)	160	24	15.0	135	84.4	4	2.5	80	50.0	10	6.3
Comm. Equipment Operators, All Other (432099)	10	4	40.0	4	40.0	4	40.0	4	40.0	0	0.0
Financial Clerks (433000)	10,235	1,425	13.9	8,811	86.1	1,125	11.0	7,044	68.8	189	1.8
Bill & Account Collectors (433011)	575	205	35.7	365	63.5	165	28.7	255	44.3	30	5.2
Billing & Posting Clerks & Machine Oper. (433021)	1,355	100	7.4	1,258	92.8	75	5.5	1,080	79.7	25	1.8
Bookkeeping, Acctng, & Auditing Clerks (433031)	6,010	837	13.9	5,170	86.0	655	10.9	4,255	70.8	109	1.8
Gaming Cage Workers (433041)	35	0	0.0	32	91.4	0	0.0	4	11.4	0	0.0
Payroll & Timekeeping Clerks (433051)	835	90	10.8	754	90.3	65	7.8	615	73.7	25	3.0
Procurement Clerks (433061)	150	75	50.0	73	48.7	75	50.0	55	36.7	0	0.0
Tellers (433071)	1,275	118	9.3	1,159	90.9	90	7.1	780	61.2	0	0.0
Information & Record Clerks (434000)	15,865	3,205	20.2	12,672	79.9	2,288	14.4	9,505	59.9	478	3.0
Brokerage Clerks (434011)	45	15	33.3	29	64.4	15	33.3	15	33.3	0	0.0
Court, Municipal, & License Clerks (434031)	145	39	26.9	105	72.4	25	17.2	80	55.2	10	6.9
Credit Authorizers, Checkers, & Clerks (434041)	225	45	20.0	179	79.6	45	20.0	110	48.9	0	0.0
Customer Service Representatives (434051)	7,900	1,989	25.2	5,919	74.9	1,585	20.1	4,360	55.2	204	2.6
Eligibility Interviewers, Govt. Programs (434061)	230	53	23.0	175	76.1	30	13.0	110	47.8	15	6.5
File Clerks (434071)	870	150	17.2	719	82.6	85	9.8	540	62.1	40	4.6
Hotel, Motel, & Resort Desk Clerks (434081)	200	39	19.5	158	79.0	20	10.0	85	42.5	15	7.5
Interviewers, Except Eligibility & Loan (434111)	500	135	27.0	369	73.8	95	19.0	240	48.0	15	3.0
Library Assistants, Clerical (434121)	500	48	9.6	460	92.0	30	6.0	330	66.0	4	0.8
Loan Interviewers & Clerks (434131)	200	4	2.0	193	96.5	4	2.0	130	65.0	0	0.0
New Accounts Clerks (434141)	60	4	6.7	55	91.7	4	6.7	35	58.3	0	0.0
Human Res. Assists, Exc. Payroll Etc. (434161)	105	35	33.3	74	70.5	15	14.3	55	52.4	10	9.5
Receptionists & Information Clerks (434171)	3,570	195	5.5	3,377	94.6	105	2.9	2,810	78.7	55	1.5
Reserv. & Transp. Ticket Agts & Trav Clerks (434181)	550	169	30.7	378	68.7	95	17.3	235	42.7	45	8.2
Information & Record Clerks, All Other (434199)	215	25	11.6	187	87.0	25	11.6	160	74.4	0	0.0
Correspondence Clerks & Order Clerks (434XXX)	550	260	47.3	295	53.6	110	20.0	210	38.2	65	11.8
Material Recording, Scheduling, Etc. (435000)	11,895	7,895	66.4	3,962	33.3	5,400	45.4	2,589	21.8	1,309	11.0
Cargo & Freight Agents (435011)	95	64	67.4	24	25.3	60	63.2	4	4.2	0	0.0
Couriers & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140	17.4
Dispatchers (435030)	825	399	48.4	415	50.3	330	40.0	330	40.0	44	5.3
Meter Readers, Utilities (435041)	40	44	110.0	0	0.0	10	25.0	0	0.0	30	75.0
Postal Service Clerks (435051)	580	285	49.1	298	51.4	190	32.8	140	24.1	50	8.6
Postal Service Mail Carriers (435052)	1,300	960	73.8	337	25.9	670	51.5	220	16.9	180	13.8
Postal Service Mail Sorters, Processors, Etc. (435053)	675	355	52.6	318	47.1	255	37.8	115	17.0	75	11.1
Production, Planning, & Expediting Clerks (435061)	1,210	658	54.4	554	45.8	530	43.8	430	35.5	80	6.6
Shipping, Receiving, & Traffic Clerks (435071)	2,140	1,563	73.0	569	26.6	1,055	49.3	385	18.0	220	10.3
Stock Clerks & Order Fillers (435081)	4,065	2,789	68.6	1,264	31.1	1,830	45.0	810	19.9	480	11.8
Weighers, Measurers, Checkers, Etc. (435111)	160	79	49.4	75	46.9	50	31.3	65	40.6	10	6.3
Secretaries & Administrative Assistants (436000)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Secretaries & Administrative Assistants (436010)	13,190	460	3.5	12,730	96.5	360	2.7	10,430	79.1	50	0.4
Other Office & Admin. Support Workers (439000)	15,690	3,908	24.9	11,783	75.1	2,804	17.9	8,275	52.7	595	3.8

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Black Non-Hispanic Female		Hispanic in Any Race				All Other Non-Hispanic				Occupation
	%	Male	%	Female	%	Male	%	Female	%	
30	1.5	25	1.2	30	1.5	0	0.0	30	1.5	Real Estate Brokers & Sales Agents (419020)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Sales Engineers (419031)
90	18.4	0	0.0	30	6.1	0	0.0	4	0.8	Telemarketers (419041)
30	4.8	45	7.3	25	4.0	14	2.3	15	2.4	Door-To-Door Sales Workers & Rel Wrks (419091)
40	6.2	4	0.6	10	1.5	10	1.5	0	0.0	Sales & Related Workers, All Other (419099)
7,114	9.7	1,816	2.5	4,092	5.6	814	1.1	1,626	2.2	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	Super., Office & Admin. Support Workers (431000)
310	5.1	175	2.9	240	3.9	150	2.5	79	1.3	First-Line Sup./Mgrs., Admin. Support Wrks (431011)
50	14.1	0	0.0	34	9.6	10	2.8	4	1.1	Communications Equipment Operators (432000)
15	8.1	0	0.0	14	7.6	0	0.0	4	2.2	Switchboard Operators, Incl. Ans. Service (432011)
35	21.9	0	0.0	20	12.5	10	6.3	0	0.0	Telephone Operators (432021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Comm. Equipment Operators, All Other (432099)
927	9.1	39	0.4	533	5.2	72	0.7	307	3.0	Financial Clerks (433000)
75	13.0	0	0.0	35	6.1	10	1.7	0	0.0	Bill & Account Collectors (433011)
100	7.4	0	0.0	60	4.4	0	0.0	18	1.3	Billing & Posting Clerks & Machine Oper. (433021)
520	8.7	19	0.3	255	4.2	54	0.9	140	2.3	Bookkeeping, Acctng, & 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 Fillers (435081)
10	6.3	4	2.5	0	0.0	15	9.4	0	0.0	Weighers, Measurers, Checkers, Etc. (435111)
1,360	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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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male		% Female		Male		% Female		Male	%
		Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
Computer Operators (439011)	1,485	808	54.4	674	45.4	550	37.0	445	30.0	165	11.1
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.6	1,185	46.4	80	3.1
Word Processors & Typists (439022)	485	25	5.2	464	95.7	15	3.1	305	62.9	10	2.1
Desktop Publishers (439031)	20	15	75.0	4	20.0	15	75.0	0	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	35	1.6
Mail Clerks & Mail Mach Oper., Exc. USPS (439051)	945	420	44.4	534	56.5	235	24.9	255	27.0	75	7.9
Office Clerks, General (439061)	5,695	880	15.5	4,820	84.6	625	11.0	3,670	64.4	110	1.9
Office Machine Operators, Exc. Computer (439071)	310	125	40.3	185	59.7	60	19.4	35	11.3	50	16.1
Proofreaders & Copy Markers (439081)	115	19	16.5	99	86.1	4	3.5	85	73.9	0	0.0
Statistical Assistants (439111)	120	55	45.8	65	54.2	25	20.8	50	41.7	30	25.0
Office & Admin. Support Workers, All Other (439199)	1,720	449	26.1	1,263	73.4	350	20.3	920	53.5	40	2.3
FARMING, FISHING, & FORESTRY OCCUPATIONS (450000)	805	498	61.9	308	38.3	260	32.3	205	25.5	15	1.9
Super., Farming, Fishing, & Forestry Wrkrs (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
First-Line Sup./Mgrs. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
Agricultural Workers (452000)	680	405	59.6	284	41.8	195	28.7	205	30.1	15	2.2
Agricultural Inspectors (452011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Graders & Sorters, Agricultural Products (452041)	10	10	100.0	4	40.0	0	0.0	0	0.0	0	0.0
Misc. Agric. Wrkrs, Incl. Animal Breeders (4520XX)	660	385	58.3	280	42.4	185	28.0	205	31.1	15	2.3
Fishing & Hunting Workers (453000)	15	14	93.3	0	0.0	10	66.7	0	0.0	0	0.0
Forest, Conservation, & Logging Workers (454000)	40	40	100.0	0	0.0	40	100.0	0	0.0	0	0.0
Forest & Conservation Workers (454011)	10	10	100.0	0	0.0	10	100.0	0	0.0	0	0.0
Logging Workers (454020)	30	30	100.0	0	0.0	30	100.0	0	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	7.2
Super., Construction & Extraction Workers (471000)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
First-Line Sup./Mgrs. of Constr & Extr. Wrkrs (471011)	2,135	2,083	97.6	50	2.3	1,890	88.5	50	2.3	85	4.0
Construction Trades Workers (472000)	14,425	14,076	97.6	339	2.4	11,330	78.5	257	1.8	1,074	7.4
Boilermakers (472011)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Brickmasons, Blockmasons, & Stonemasons (472020)	515	502	97.5	15	2.9	405	78.6	15	2.9	59	11.5
Carpenters (472031)	3,445	3,394	98.5	45	1.3	2,885	83.7	35	1.0	155	4.5
Carpet, Floor, & Tile Installers & Finishers (472040)	440	435	98.9	4	0.9	325	73.9	4	0.9	60	13.6
Cement Masons, Concrete Finishers, Etc. (472050)	45	44	97.8	0	0.0	40	88.9	0	0.0	0	0.0
Construction Laborers (472061)	2,670	2,590	97.0	80	3.0	1,890	70.8	50	1.9	240	9.0
Paving, Surfacing, & Tamping Equip. Oper. (472071)	105	99	94.3	0	0.0	80	76.2	0	0.0	0	0.0
Miscellaneous Construction Equip. Oper. (47207X)	635	629	99.1	14	2.2	525	82.7	10	1.6	100	15.7
Drywall Install., Ceil. Tile Install., & Tapers (472080)	435	429	98.6	4	0.9	380	87.4	4	0.9	35	8.0
Electricians (472111)	1,625	1,605	98.8	15	0.9	1,385	85.2	15	0.9	110	6.8
Glaziers (472121)	140	135	96.4	0	0.0	125	89.3	0	0.0	0	0.0
Insulation Workers (472130)	75	65	86.7	10	13.3	65	86.7	0	0.0	0	0.0
Painters, Construction & Maintenance (472141)	1,505	1,403	93.2	104	6.9	975	64.8	80	5.3	110	7.3
Paperhangers (472142)	50	40	80.0	15	30.0	40	80.0	15	30.0	0	0.0
Pipelayers, Plumbers, Pipefitters, Etc. (472150)	1,220	1,205	98.8	15	1.2	1,040	85.2	15	1.2	80	6.6
Plasterers & Stucco Masons (472161)	50	47	94.0	0	0.0	35	70.0	0	0.0	0	0.0
Roofers (472181)	655	660	100.8	0	0.0	460	70.2	0	0.0	50	7.6
Sheet Metal Workers (472211)	540	535	99.1	4	0.7	475	88.0	4	0.7	35	6.5
Iron & Steel Workers (472XXX)	260	244	93.8	14	5.4	185	71.2	10	3.8	40	15.4
Helpers, Construction Trades (473000)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Helpers, Construction Trades (473010)	70	75	107.1	0	0.0	45	64.3	0	0.0	10	14.3
Other Construction & Related Workers (474000)	840	807	96.1	25	3.0	605	72.0	10	1.2	89	10.6
Construction & Building Inspectors (474011)	245	234	95.5	10	4.1	185	75.5	10	4.1	35	14.3
Elevator Installers & Repairers (474021)	45	45	100.0	0	0.0	45	100.0	0	0.0	0	0.0
Fence Erectors (474031)	100	85	85.0	15	15.0	40	40.0	0	0.0	0	0.0
Hazardous Materials Removal Workers (474041)	75	74	98.7	0	0.0	40	53.3	0	0.0	4	5.3

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Black Non-Hispanic Female		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Male	%	Male	%	Female	%	Male	%	Female	%	
115	7.7	54	3.6	85	5.7	39	2.6	29	2.0	Computer Operators (439011)
495	19.4	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 Wrkrs (451000)
0	0.0	24	34.3	14	20.0	0	0.0	10	14.3	First-Line Sup./Mgrs. of Farming, Etc. (451010)
0	0.0	185	27.2	79	11.6	10	1.5	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	0	0.0	4	40.0	10	100.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	185	28.0	75	11.4	0	0.0	0	0.0	Misc. Agric. Wrkrs, Incl. Animal Breeders (4520XX)
0	0.0	4	26.7	0	0.0	0	0.0	0	0.0	Fishing & Hunting Workers (453000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest, Conservation, & Logging Workers (454000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Forest & Conservation Workers (454011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Logging Workers (454020)
25	0.1	1,494	8.5	54	0.3	429	2.4	28	0.2	CONSTRUCTION & EXTRACTION OCCUPATIONS (470000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	Super., Construction & Extraction Workers (471000)
0	0.0	80	3.7	0	0.0	28	1.3	0	0.0	First-Line Sup./Mgrs. of Constr & Extr. Wrkrs (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 (474021)
0	0.0	45	45.0	15	15.0	0	0.0	0	0.0	Fence Erectors (474031)
0	0.0	30	40.0	0	0.0	0	0.0	0	0.0	Hazardous Materials Removal Workers (474041)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	% Male	Female	%	Male	% Male	Female	%	Male	%
										Male	%
Highway Maintenance Workers (474051)	245	240	98.0	0	0.0	195	79.6	0	0.0	25	10.2
Rail-Track Laying & Maint. Equip. Operators (474061)	30	30	100.0	0	0.0	20	66.7	0	0.0	10	33.3
Septic Tank Serv. & Sewer Pipe Cleaners (474071)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Misc. Construction & Rel. Workers (474090)	85	84	98.8	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./Mgrs. 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 Bldng & Mobile Home Install (499095)	4	4	100.0	0	0.0	4	100.0	0	0.0	0	0.0
Riggers (499096)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Helpers-Installation, Maint., & Rep. Wrkrs (499098)	55	45	81.8	10	18.2	30	54.5	10	18.2	15	27.3
Other Install., Maint., & Rpr. Wrkrs, Etc. (49909X)	620	590	95.2	30	4.8	450	72.6	30	4.8	55	8.9
PRODUCTION OCCUPATIONS (510000)	35,309	24,485	69.3	10,718	30.4	17,945	50.8	6,257	17.7	2,134	6.0
Supervisors, Production Workers (511000)	3,875	3,095	79.9	794	20.5	2,625	67.7	610	15.7	190	4.9
First-Line Supr./Mgrs. of Prod. & Oper. Wrkrs (511011)	3,875	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 Non-Hispanic Female		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. Wrkrs, 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	Derrick, Rotary Drill, Etc., Oil, Gas,& Mining (4750YY)
60	0.5	889	6.8	92	0.7	317	2.4	14	0.1	INSTALLATION, MAINTENANCE, & REPAIR OCCS. (490000)
4	0.5	35	4.1	0	0.0	4	0.5	0	0.0	Super. of Installation, Maint., & Repair Wrkrs. (491000)
4	0.5	35	4.1	0	0.0	4	0.5	0	0.0	First-Line Super./Mgrs. of Mechanics, Etc (491011)
14	0.7	148	6.9	30	1.4	48	2.2	0	0.0	Elect. & Electronic Equip. Mechanics, Etc. (492000)
10	0.8	65	5.3	20	1.6	24	2.0	0	0.0	Computer, ATM, & Office Mach Repairers (492011)
4	0.7	40	7.2	0	0.0	10	1.8	0	0.0	Radio & Telecomm. Equip. Install & Repair (492020)
0	0.0	4	16.0	0	0.0	0	0.0	0	0.0	Avionics Technicians (492091)
0	0.0	10	9.1	0	0.0	0	0.0	0	0.0	Electric Motor, Pwr Tool, & Related Repairers (492092)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Electr. Equip. Install & Repair, Motor Veh. (492096)
0	0.0	19	20.0	10	10.5	4	4.2	0	0.0	Electr. Home Entert. Equip. Install & Repair (492097)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Security & Fire Alarm Systems Installers (492098)
0	0.0	10	16.7	0	0.0	10	16.7	0	0.0	Elect/Electr Repr, Ind., Utility,& Transp. Equip. (49209X)
8	0.2	392	7.9	15	0.3	153	3.1	0	0.0	Veh. & Mobile Equip. Mechs, Installers (493000)
4	0.6	20	2.8	0	0.0	64	8.9	0	0.0	Aircraft Mechanics & Service Techs (493011)
4	0.9	8	1.8	0	0.0	15	3.4	0	0.0	Automotive Body & Related Repairers (493021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Automotive Glass Installers & Repairers (493022)
0	0.0	295	11.1	15	0.6	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, & Refriger. 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 Bldng & Mobile Home Install (499095)
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. Wrkrs (499098)
0	0.0	75	12.1	0	0.0	10	1.6	0	0.0	Other Install., Maint., & Rpr. Wrkrs, Etc. (49909X)
1,317	3.7	2,857	8.1	2,170	6.1	1,549	4.4	974	2.8	PRODUCTION OCCUPATIONS (510000)
65	1.7	185	4.8	80	2.1	95	2.5	39	1.0	Supervisors, Production Workers (511000)
65	1.7	185	4.8	80	2.1	95	2.5	39	1.0	First-Line Supr./Mgrs. of Prod. & Oper. Wrkrs (511011)
270	6.5	244	5.8	574	13.7	129	3.1	285	6.8	Assemblers & Fabricators (512000)

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2018

Primary Occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNP I Male	AAIANHNP I Female
Management	251,877	108,597	143,280	86,797	108,045	9,816	17,524	6,600	10,379	5,384	7,332

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. 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 2019, Human Resources component, Fall Staff section. (This table was prepared November 2019.)

Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2015, Fall 2017, and Fall 2018

Primary Occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	c Female	AAIANHNP I Male	AAIANHNPI Female
Professors	178,767	118,892	59,875	96,178	49,029	4,091	2,914	4,222	2,604	14,401	5,328
Associate professors	150,380	81,027	69,353	61,665	53,139	4,282	4,914	4,117	3,567	10,963	7,733
Assistant professor	157,340	73,221	84,119	53,673	61,708	4,334	7,294	4,227	4,696	10,987	10,421
Instructors	91,446	39,416	52,030	30,679	39,492	2,616	4,609	3,497	4,388	2,624	3,541
Total	577,933	312,556	265,377	242,195	203,368	15,323	19,731	16,063	15,255	38,975	27,023

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2016 through Spring 2019 Human Resources component, Fall Staff section. (This table was prepared November 2019.)

Table 324.60 and 324.70. Degrees conferred to males and females by postsecondary institutions in selected professional fields, by race/ethnicity and field of study: 2016-17

Primary Occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHNPI Male	AAIANHNPI Female
Dentistry (D.D.S. or D.M.D.)	5,745	3,016	2,729	1,978	1,468	127	173	220	285	691	803
Medicine (M.D.)	18,007	9,482	8,525	6,201	5,028	455	701	747	690	2,079	2,106
Total	23,752	12,498	11,254	8,179	6,496	582	874	967	975	2,770	2,909

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 2016 and Fall 2017, Completions component. (This table was prepared January 2019.)

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation:
Fall 2018

Primary Occupation	Grand Total	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	AAIANHPI Male	AAIANHPI Female
Healthcare practitioners and technicians	100,639	28,222	72,417	18,855	50,080	2,530	8,794	2,463	6,059	4,374	7,484

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. 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 2019, Human Resources component, Fall Staff section. (This table was prepared November 2019.)



Connecticut Labor Force Data for Affirmative Action Plans

1st Quarter - 2020

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



Connecticut Data for Affirmative Action Plan 1st Quarter 2020

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

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

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

If you are completing an Affirmative Action Plan for a State agency, municipality, or any political subdivision, and you require regulation guidelines for setting up your plan, please contact the CHRO, Office of Diversity Programs at (860) 541-3400 or visit their contract compliance website at: https://www.ct.gov/chro/taxonomy/v4_taxonomy.asp?DLN=45583&chroNav=|45583|

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

If you need a listing of minority/female owned businesses, visit the Department of Administrative Services, Supplier Diversity Program's website at: <https://portal.ct.gov/DAS/Procurement/Contracting/DAS-Procurement-BizNet-Accounts>

Acknowledgement: Dana W. Placzek and Todd Bentsen prepared this report for publication.

This publication is available online at:

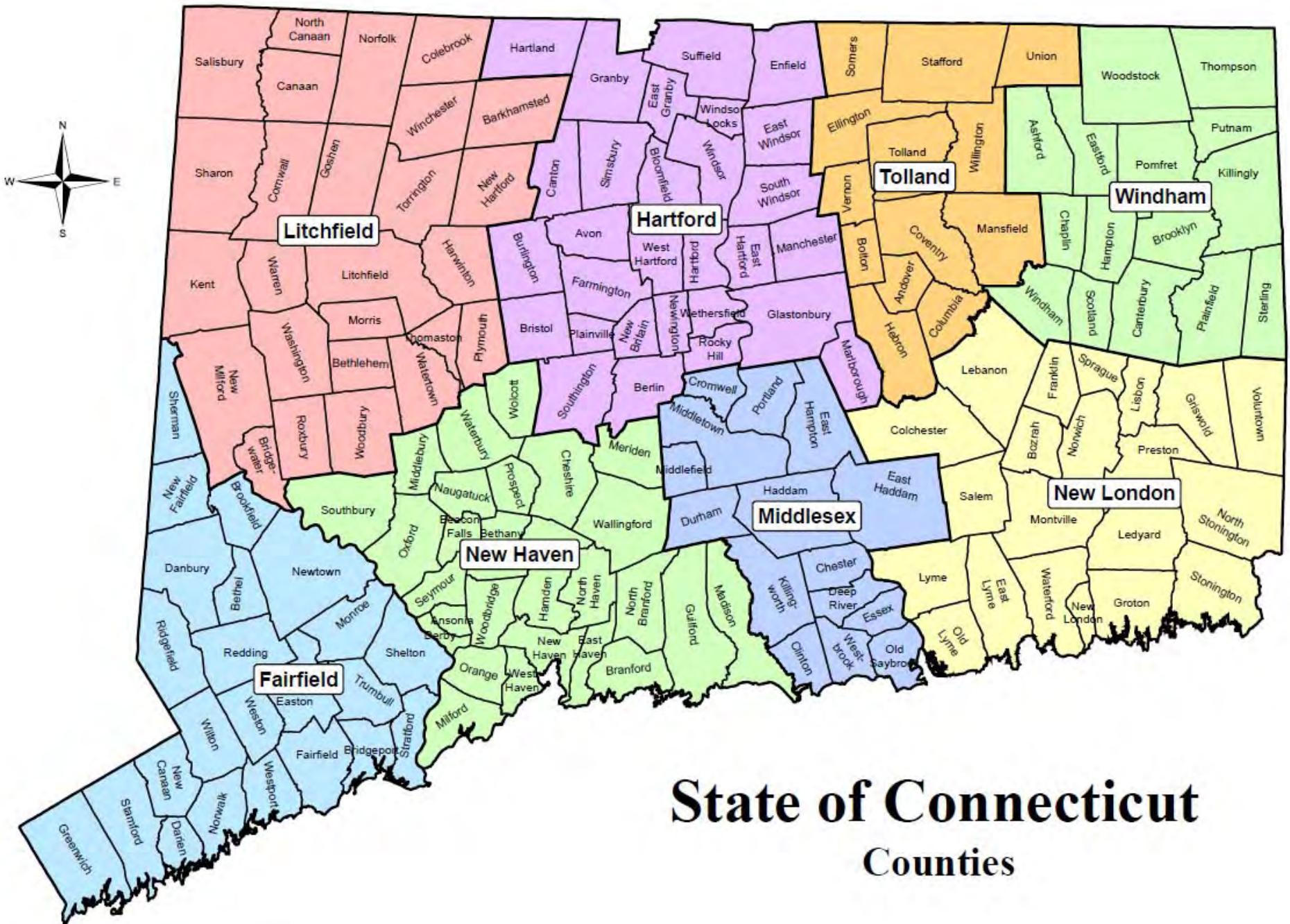
www.ct.gov/dol
['Labor Market Information'](#)



Connecticut Data for Affirmative Action Plan 1st Quarter 2020

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State of Connecticut Counties

Estimated Minority and Women Unemployed

March 2020

LABOR MARKET	TOTAL			MINORITY UNEMPLOYED				WOMEN UNEMPLOYED				
	Labor Force	Unemployed	Unemp Rate	Total	% of Total Unemployed	Black	Hispanic	Total	% of Total Unemployed	Minority	Black	Hispanic
Fairfield County	477,300	18,400	3.9%	10,537	57.1%	3,381	6,711	9,229	50.1%	5,074	1,712	3,127
Hartford County	485,400	19,200	3.9%	9,895	51.7%	3,462	5,960	9,787	51.1%	4,935	1,737	2,967
Litchfield County	104,800	4,100	3.9%	677	16.5%	108	516	1,965	48.0%	305	37	244
Middlesex County	94,300	3,300	3.5%	630	19.2%	230	327	1,719	52.5%	311	112	166
New Haven County	461,900	18,900	4.1%	10,344	54.6%	3,292	6,733	9,806	51.7%	5,284	1,686	3,431
New London County	136,600	5,400	3.9%	2,150	40.2%	522	1,113	2,921	54.6%	1,140	238	604
Tolland County	87,500	3,000	3.4%	442	14.8%	142	253	1,560	52.2%	211	67	120
Windham County	64,300	2,700	4.3%	1,022	37.2%	83	893	1,391	50.6%	533	38	471
STATE TOTAL	1,912,000	75,000	3.9%	35,594	47.5%	10,949	22,368	38,587	51.5%	17,867	5,475	11,172

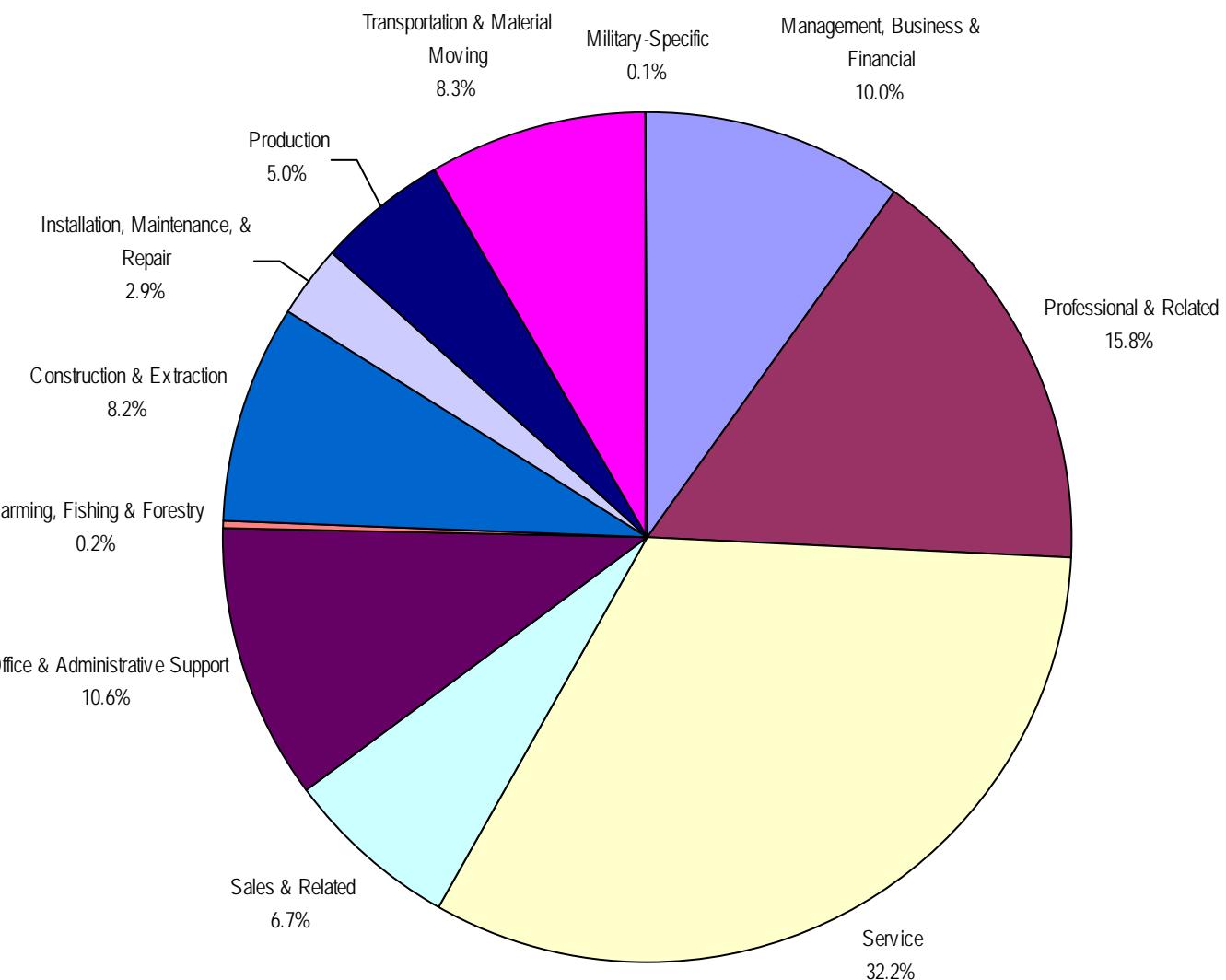
NOTE: State totals may not agree with the sum of the counties because they are estimated independently.

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

SOURCE: Connecticut Department of Labor, Office of Research

Connecticut Job Seekers by Major Occupational Category

1st Quarter 2020



Professional & Related Occupational Category

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

Service Occupational Category

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

Production Occupational Category

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

Characteristics of Job Seekers							State of Connecticut					
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female
Total - All Occupations	00	116,709	56,602	60,048	29,016	32,243	8,518	8,520	17,424	17,385	1,644	1,900
Management Occupations	11	6,249	3,075	3,172	2,294	2,273	241	300	442	494	98	105
Top Executives	11.10	370	229	141	180	107	15	17	33	14	1	3
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	926	482	444	393	364	30	27	49	42	10	11
Operations Specialties Managers	11.30	968	389	578	259	388	42	62	72	117	16	11
Other Management Occupations	11.90	3,985	1,975	2,009	1,462	1,414	154	194	288	321	71	80
Business & Financial Operations Occupations	13	1,605	812	791	517	497	124	109	128	143	43	42
Business Operations Specialists	13.10	813	432	379	253	243	83	51	81	68	15	17
Financial Specialists	13.20	792	380	412	264	254	41	58	47	75	28	25
Computer & Mathematical Occupations	15	1,019	773	246	499	157	82	28	120	29	72	32
Computer Specialists	15.10	973	748	225	476	143	82	25	119	26	71	31
Mathematical Scientists	15.20	46	25	21	23	14	0	3	1	3	1	1
Architecture & Engineering Occupations	17	1,215	1,008	206	622	104	102	27	237	65	47	10
Architects, Surveyors, & Cartographers	17.10	88	75	13	39	11	3	1	30	1	3	0
Engineers	17.20	498	437	61	301	34	40	7	66	15	30	5
Drafters, Engineering, & Mapping Technicians	17.30	628	495	132	282	59	59	19	140	49	14	5
Life, Physical, & Social Science Occupations	19	359	188	171	112	94	21	26	39	37	16	14
Life Scientists	19.10	63	36	27	22	21	3	0	9	1	2	5
Physical Scientists	19.20	62	41	21	26	9	1	3	6	4	8	5
Social Scientists & Related Workers	19.30	49	16	33	9	19	3	8	4	6	0	0
Life, Physical, & Social Science Technicians	19.40	185	95	90	55	45	14	15	20	26	6	4
Community & Social Services Occupations	21	827	224	603	95	262	67	161	56	173	6	7
Counselors, Social Workers, Other Cmmty./Soc. Svcs. Workers	21.10	781	212	569	89	238	65	158	52	167	6	6
Religious Workers	21.20	43	12	31	6	21	2	3	4	6	0	1
Legal Occupations	23	267	59	208	49	147	4	21	6	35	0	5
Lawyers, Judges, & Related Workers	23.10	79	37	42	33	30	2	5	2	6	0	1
Legal Support Workers	23.20	187	22	165	16	116	2	16	4	29	0	4
Education, Training, & Library Occupations	25	4,845	855	3,990	568	2,807	141	519	125	582	21	82
Postsecondary Teachers	25.10	136	36	100	17	60	5	18	13	19	1	3
Primary, Secondary & Special Education Teachers	25.20	572	61	511	36	392	10	47	11	61	4	11
Other Teachers & Instructors	25.30	1,816	413	1,403	318	1,069	44	150	43	159	8	25
Librarians, Curators, & Archivists	25.40	65	16	49	11	41	2	2	3	6	0	0
Other Education, Training, & Library Occupations	25.90	2,255	329	1,926	186	1,244	80	302	55	337	8	43

Characteristics of Job Seekers												State of Connecticut				
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female				
Arts, Design, Entertainment, Sports, & Media Occupations	27	1,269	653	616	462	447	64	56	106	102	21	11				
Art & Design Workers	27.10	434	177	257	113	210	20	14	37	30	7	3				
Entertainers & Performers, Sports & Related Workers	27.20	465	249	216	173	135	31	30	40	44	5	7				
Media & Communication Workers	27.30	183	100	83	74	64	6	4	17	14	3	1				
Media & Communication Equipment Workers	27.40	187	127	60	102	38	7	8	12	14	6	0				
Healthcare Practitioners & Technical Occupations	29	2,572	371	2,201	237	1,629	50	226	61	299	23	47				
Health Diagnosing & Treating Practitioners	29.10	983	201	782	138	548	22	99	26	108	15	27				
Health Technologists & Technicians	29.20	1,485	143	1,342	82	1,042	22	110	32	171	7	19				
Other Healthcare Practitioners & Technical Occupations	29.90	103	27	76	17	38	6	17	3	20	1	1				
Healthcare Support Occupations	31	3,322	281	3,040	118	1,335	78	706	80	949	5	50				
Nursing, Psychiatric, & Home Health Aides	31.10	1,280	99	1,180	28	270	40	440	29	457	2	13				
Occupational & Physical Therapist Assistants & Aides	31.20	84	11	73	8	65	0	3	3	3	0	2				
Other Healthcare Support Occupations	31.90	1,952	169	1,783	82	999	36	262	48	487	3	35				
Protective Service Occupations	33	914	622	292	303	136	170	74	138	79	11	3				
Fire Fighting & Prevention Workers	33.20	18	18	0	12	0	3	0	3	0	0	0				
Law Enforcement Workers	33.30	45	34	11	15	6	9	1	10	4	0	0				
Other Protective Service Workers	33.90	851	570	281	276	130	158	73	125	75	11	3				
Food Preparation & Serving Related Occupations	35	13,734	5,711	8,023	3,115	5,805	906	634	1,494	1,328	196	256				
Supervisors of Food Preparation & Serving Workers	35.10	1,102	883	219	530	122	112	28	214	60	27	9				
Cooks & Food Preparation Workers	35.20	2,495	1,643	852	660	383	395	146	539	279	49	44				
Food & Beverage Serving Workers	35.30	7,913	2,199	5,714	1,517	4,577	159	279	441	707	82	151				
Other Food Preparation & Serving Related Workers	35.90	2,217	984	1,233	407	719	240	181	299	281	38	52				
Building & Grounds Cleaning & Maintenance Occupations	37	2,816	2,261	554	1,105	161	179	80	952	292	25	21				
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	36	19	17	4	2	3	0	11	15	1	0				
Building Cleaning & Pest Control Workers	37.20	819	391	428	149	91	78	75	148	244	16	18				
Grounds Maintenance Workers	37.30	1,954	1,849	104	951	68	98	5	792	28	8	3				
Personal Care & Service Occupations	39	4,460	1,108	3,352	631	2,236	138	286	188	561	151	269				
Supervisors of Personal Care & Service Workers	39.10	175	85	90	55	55	3	3	9	6	18	26				
Animal Care & Service Workers	39.20	49	13	36	8	30	1	1	4	5	0	0				
Entertainment Attendants & Related Workers	39.30	836	456	380	220	134	56	30	71	51	109	165				
Funeral Service Workers	39.40	10	4	6	3	2	0	0	1	4	0	0				
Personal Appearance Workers	39.50	1,589	147	1,442	90	1,143	9	40	38	200	10	59				
Transportation, Tourism, & Lodging Attendants	39.60	54	28	26	12	13	5	6	9	7	2	0				
Other Personal Care & Service Workers	39.90	1,731	369	1,362	239	854	64	204	54	285	12	19				

Characteristics of Job Seekers										State of Connecticut			
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	
Sales & Related Occupations	41	5,280	1,997	3,282	1,274	1,763	308	523	347	899	68	97	
Supervisors of Sales Workers	41.10	111	53	58	30	31	9	2	11	24	3	1	
Retail Sales Workers	41.20	3,094	837	2,256	429	1,074	176	416	189	686	43	80	
Sales Representatives, Services	41.30	1,249	657	592	494	401	74	62	77	118	12	11	
Sales Representatives, Wholesale & Manufacturing	41.40	247	175	72	134	55	13	5	24	11	4	1	
Other Sales & Related Workers	41.90	575	272	303	187	201	35	38	45	60	5	4	
Office & Administrative Support Occupations	43	8,328	2,111	6,217	894	3,546	489	994	638	1,504	90	173	
Supervisors of Office & Administrative Support Workers	43.10	54	12	42	3	20	1	3	7	18	1	1	
Communications Equipment Operators	43.20	39	10	29	4	16	2	9	4	3	0	1	
Financial Clerks	43.30	605	99	506	51	347	18	50	22	91	8	18	
Information & Record Clerks	43.40	3,749	808	2,941	384	1,444	170	577	205	812	49	108	
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	1,303	927	376	296	173	264	79	346	118	21	6	
Secretaries & Administrative Assistants	43.60	1,034	34	1,000	20	648	5	121	9	218	0	13	
Other Office & Administrative Support Workers	43.90	1,540	219	1,321	134	897	29	154	45	244	11	26	
Farming, Fishing, & Forestry Occupations	45	185	128	56	41	24	5	5	81	27	1	0	
Supervisors of Farming, Fishing, & Forestry Workers	45.10	2	2	0	1	0	0	0	1	0	0	0	
Agricultural Workers	45.20	160	105	54	29	24	4	5	71	25	1	0	
Fishing & Hunting Workers	45.30	14	12	2	9	0	1	0	2	2	0	0	
Forest, Conservation, & Logging Workers	45.40	8	8	0	2	0	0	0	6	0	0	0	
Construction & Extraction Occupations	47	6,419	6,145	273	3,887	123	564	41	1,625	107	69	2	
Supervisors of Construction & Extraction Workers	47.10	23	22	1	16	0	0	0	5	1	1	0	
Construction Trades Workers	47.20	4,973	4,770	202	3,039	96	436	26	1,242	79	53	1	
Helpers, Construction Trades	47.30	151	145	6	51	1	17	2	75	3	2	0	
Other Construction & Related Workers	47.40	1,232	1,173	59	757	21	109	13	294	24	13	1	
Extraction Workers	47.50	39	34	5	24	5	2	0	8	0	0	0	
Installation, Maintenance, & Repair Occupations	49	2,264	2,110	154	1,198	52	257	28	635	71	20	3	
Supervisors of Installation, Maintenance, & Repair Workers	49.10	9	8	1	5	1	2	0	1	0	0	0	
Electrical & Electronic Equipment Mechanics, Installers	49.20	131	128	3	70	0	26	2	31	1	1	0	
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	592	569	23	359	14	44	3	162	6	4	0	
Other Installation, Maintenance & Repair Occupations	49.90	1,527	1,400	127	763	37	185	23	437	64	15	3	

Characteristics of Job Seekers										State of Connecticut			
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	
Production Occupations	51	3,882	2,427	1,454	1,081	409	355	150	893	808	98	87	
Supervisors of Production Workers	51.10	54	39	15	20	4	1	1	17	9	1	1	
Assemblers & Fabricators	51.20	685	258	427	78	78	50	26	115	287	15	36	
Food Processing Workers	51.30	333	160	173	64	86	26	19	65	60	5	8	
Metal Workers & Plastic Workers	51.40	1,199	998	200	521	61	113	18	324	118	40	3	
Printing Workers	51.50	108	76	32	49	13	7	3	18	15	2	1	
Textile, Apparel, & Furnishings Workers	51.60	228	67	161	11	39	12	23	39	90	5	9	
Woodworkers	51.70	114	113	1	67	0	13	0	31	1	2	0	
Plant & System Operators	51.80	54	44	10	26	0	7	1	10	9	1	0	
Other Production Occupations	51.90	1,101	671	430	245	127	126	58	273	216	27	29	
Transportation & Material Moving Occupations	53	6,530	4,517	2,013	2,031	627	941	331	1,464	1,029	81	26	
Supervisors of Transportation & Material Moving Workers	53.10	16	12	4	7	1	2	0	3	3	0	0	
Air Transportation Workers	53.20	10	6	4	3	3	0	0	3	1	0	0	
Motor Vehicle Operators	53.30	3,434	2,258	1,176	1,045	417	438	205	728	546	47	8	
Rail Transportation Workers	53.40	14	10	4	8	0	1	0	1	3	0	1	
Water Transportation Workers	53.50	22	20	2	19	2	1	0	0	0	0	0	
Other Transportation Workers	53.60	678	496	182	268	83	103	39	110	57	15	3	
Material Moving Workers	53.70	2,345	1,705	640	678	121	395	87	613	418	19	14	
Military Specific Occupations	55	48	34	14	16	5	8	4	9	4	1	1	
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	3	2	1	1	0	1	0	0	1	0	0	
First-Line Enlisted Military Supervisors/Managers	55.20	3	2	1	0	0	1	1	1	0	0	0	
Military Enlisted Tactical Operations & Air/Weapon	55.30	42	30	12	15	5	6	3	8	3	1	1	
Unknown/Unclassifiable Occupations	99	38,300	19,132	19,120	7,867	7,604	3,224	3,191	7,560	7,768	481	557	
Unknown/Unclassifiable Occupations	99.90	38,300	19,132	19,120	7,867	7,604	3,224	3,191	7,560	7,768	481	557	

Characteristics of Job Seekers											Hartford County			
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female		
Total - All Occupations	00	27,597	13,478	14,100	6,332	6,990	2,485	2,503	4,311	4,275	350	332		
Management Occupations	11	1,488	713	775	515	524	74	96	106	135	18	20		
Top Executives	11.10	94	58	36	49	23	2	9	6	3	1	1		
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	178	94	84	75	65	9	8	9	10	1	1		
Operations Specialties Managers	11.30	240	92	148	54	90	12	19	21	36	5	3		
Other Management Occupations	11.90	976	469	507	337	346	51	60	70	86	11	15		
Business & Financial Operations Occupations	13	391	202	189	117	108	44	34	36	40	5	7		
Business Operations Specialists	13.10	219	115	104	55	57	35	17	22	26	3	4		
Financial Specialists	13.20	172	87	85	62	51	9	17	14	14	2	3		
Computer & Mathematical Occupations	15	268	189	79	127	53	17	12	23	6	22	8		
Computer Specialists	15.10	249	179	70	119	49	17	10	22	4	21	7		
Mathematical Scientists	15.20	19	10	9	8	4	0	2	1	2	1	1		
Architecture & Engineering Occupations	17	321	265	56	154	28	40	8	54	17	17	3		
Architects, Surveyors, & Cartographers	17.10	18	16	2	7	2	1	0	7	0	1	0		
Engineers	17.20	130	114	16	76	10	15	2	13	3	10	1		
Drafters, Engineering, & Mapping Technicians	17.30	172	134	38	71	16	24	6	33	14	6	2		
Life, Physical, & Social Science Occupations	19	81	40	41	26	23	3	7	10	9	1	2		
Life Scientists	19.10	6	5	1	3	1	0	0	2	0	0	0		
Physical Scientists	19.20	14	8	6	7	3	0	2	1	1	0	0		
Social Scientists & Related Workers	19.30	13	4	9	2	5	1	1	1	3	0	0		
Life, Physical, & Social Science Technicians	19.40	48	23	25	14	14	2	4	6	5	1	2		
Community & Social Services Occupations	21	227	70	157	20	45	28	61	19	50	3	1		
Counselors, Social Workers, Other Cmmty./Soc. Svcs. Workers	21.10	213	65	148	19	40	26	60	17	48	3	0		
Religious Workers	21.20	12	5	7	1	3	2	1	2	2	0	1		
Legal Occupations	23	73	16	57	13	37	1	3	2	14	0	3		
Lawyers, Judges, & Related Workers	23.10	25	13	12	11	9	0	0	2	2	0	1		
Legal Support Workers	23.20	47	3	44	2	27	1	3	0	12	0	2		
Education, Training, & Library Occupations	25	1,291	252	1,039	141	645	63	204	40	170	8	20		
Postsecondary Teachers	25.10	35	10	25	4	9	1	7	5	8	0	1		
Primary, Secondary & Special Education Teachers	25.20	140	15	125	6	94	3	15	5	15	1	1		
Other Teachers & Instructors	25.30	498	107	391	72	284	22	54	8	47	5	6		
Librarians, Curators, & Archivists	25.40	7	3	4	2	4	0	0	1	0	0	0		
Other Education, Training, & Library Occupations	25.90	611	117	494	57	254	37	128	21	100	2	12		

Characteristics of Job Seekers										Hartford County			
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	
Arts, Design, Entertainment, Sports, & Media Occupations	27	282	156	126	105	81	11	15	31	28	9	2	
Art & Design Workers	27.10	90	39	51	24	40	2	3	11	8	2	0	
Entertainers & Performers, Sports & Related Workers	27.20	101	62	39	43	21	4	6	12	10	3	2	
Media & Communication Workers	27.30	42	25	17	15	11	2	2	6	4	2	0	
Media & Communication Equipment Workers	27.40	49	30	19	23	9	3	4	2	6	2	0	
Healthcare Practitioners & Technical Occupations	29	611	92	519	58	380	12	58	16	70	6	11	
Health Diagnosing & Treating Practitioners	29.10	229	48	181	34	120	4	29	5	26	5	6	
Health Technologists & Technicians	29.20	354	37	317	18	251	7	23	11	38	1	5	
Other Healthcare Practitioners & Technical Occupations	29.90	28	7	21	6	9	1	6	0	6	0	0	
Healthcare Support Occupations	31	755	58	697	20	292	17	187	20	204	1	14	
Nursing, Psychiatric, & Home Health Aides	31.10	260	20	240	3	52	7	109	9	73	1	6	
Occupational & Physical Therapist Assistants & Aides	31.20	14	0	14	0	11	0	1	0	2	0	0	
Other Healthcare Support Occupations	31.90	477	36	441	17	229	8	76	11	128	0	8	
Protective Service Occupations	33	201	120	81	46	34	43	21	30	26	1	0	
Fire Fighting & Prevention Workers	33.20	8	8	0	5	0	1	0	2	0	0	0	
Law Enforcement Workers	33.30	8	7	1	1	1	4	0	2	0	0	0	
Other Protective Service Workers	33.90	185	105	80	40	33	38	21	26	26	1	0	
Food Preparation & Serving Related Occupations	35	3,637	1,562	2,075	803	1,393	273	219	441	410	45	53	
Supervisors of Food Preparation & Serving Workers	35.10	298	240	58	139	28	29	8	62	21	10	1	
Cooks & Food Preparation Workers	35.20	752	484	268	176	97	126	54	173	108	9	9	
Food & Beverage Serving Workers	35.30	1,949	530	1,419	385	1,095	41	98	89	195	15	31	
Other Food Preparation & Serving Related Workers	35.90	636	308	328	103	172	77	59	117	85	11	12	
Building & Grounds Cleaning & Maintenance Occupations	37	615	498	117	232	37	50	16	214	62	2	2	
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	6	2	4	0	1	0	0	2	3	0	0	
Building Cleaning & Pest Control Workers	37.20	184	88	96	24	27	19	16	44	51	1	2	
Grounds Maintenance Workers	37.30	423	408	15	208	9	31	0	168	6	1	0	
Personal Care & Service Occupations	39	829	175	654	111	447	25	81	34	108	5	18	
Supervisors of Personal Care & Service Workers	39.10	6	3	3	3	2	0	0	0	0	0	1	
Animal Care & Service Workers	39.20	15	2	13	0	11	0	1	2	1	0	0	
Entertainment Attendants & Related Workers	39.30	44	36	8	28	5	1	1	5	1	2	1	
Funeral Service Workers	39.40	2	1	1	0	1	0	0	1	0	0	0	
Personal Appearance Workers	39.50	320	24	296	14	235	2	12	8	36	0	13	
Transportation, Tourism, & Lodging Attendants	39.60	11	6	5	2	2	2	0	2	3	0	0	
Other Personal Care & Service Workers	39.90	425	101	324	63	188	20	66	15	67	3	3	

Characteristics of Job Seekers												Hartford County				
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female				
Sales & Related Occupations	41	1,179	424	754	266	364	59	129	89	247	10	14				
Supervisors of Sales Workers	41.10	16	5	11	3	6	0	1	2	4	0	0				
Retail Sales Workers	41.20	688	180	507	95	206	33	102	47	188	5	11				
Sales Representatives, Services	41.30	294	147	147	105	92	18	19	22	33	2	3				
Sales Representatives, Wholesale & Manufacturing	41.40	53	39	14	30	12	3	1	4	1	2	0				
Other Sales & Related Workers	41.90	125	51	74	33	47	5	6	13	21	0	0				
Office & Administrative Support Occupations	43	2,096	547	1,549	192	775	150	341	187	407	18	26				
Supervisors of Office & Administrative Support Workers	43.10	15	4	11	1	4	1	1	1	6	1	0				
Communications Equipment Operators	43.20	9	2	7	0	2	1	2	1	2	0	1				
Financial Clerks	43.30	151	24	127	7	86	6	14	8	24	3	3				
Information & Record Clerks	43.40	900	177	723	72	317	47	181	52	212	6	13				
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	372	276	96	77	37	82	26	112	32	5	1				
Secretaries & Administrative Assistants	43.60	256	8	248	5	145	2	44	1	57	0	2				
Other Office & Administrative Support Workers	43.90	392	56	336	30	184	11	72	12	74	3	6				
Farming, Fishing, & Forestry Occupations	45	56	44	12	5	5	4	1	35	6	0	0				
Agricultural Workers	45.20	53	41	12	5	5	3	1	33	6	0	0				
Fishing & Hunting Workers	45.30	1	1	0	0	0	1	0	0	0	0	0				
Forest, Conservation, & Logging Workers	45.40	1	1	0	0	0	0	0	1	0	0	0				
Construction & Extraction Occupations	47	1,534	1,477	57	847	21	182	8	434	28	14	0				
Supervisors of Construction & Extraction Workers	47.10	4	4	0	3	0	0	0	1	0	0	0				
Construction Trades Workers	47.20	1,227	1,190	37	680	15	148	5	350	17	12	0				
Helpers, Construction Trades	47.30	23	23	0	4	0	5	0	14	0	0	0				
Other Construction & Related Workers	47.40	274	255	19	158	5	29	3	66	11	2	0				
Extraction Workers	47.50	5	4	1	2	1	0	0	2	0	0	0				
Installation, Maintenance, & Repair Occupations	49	554	515	39	270	14	78	9	160	15	7	1				
Supervisors of Installation, Maintenance, & Repair Workers	49.10	1	1	0	1	0	0	0	0	0	0	0				
Electrical & Electronic Equipment Mechanics, Installers	49.20	22	21	1	10	0	8	0	2	1	1	0				
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	139	131	8	68	5	20	2	41	1	2	0				
Other Installation, Maintenance & Repair Occupations	49.90	391	361	30	190	9	50	7	117	13	4	1				

Characteristics of Job Seekers										Hartford County			
Occupation	SOC Code	Total Job Seekers	Total Male	Total Female	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	
Production Occupations	51	999	652	347	272	105	110	40	232	174	38	28	
Supervisors of Production Workers	51.10	12	9	3	6	2	0	0	2	1	1	0	
Assemblers & Fabricators	51.20	175	78	97	17	21	17	7	36	56	8	13	
Food Processing Workers	51.30	85	41	44	13	21	8	7	18	15	2	1	
Metal Workers & Plastic Workers	51.40	346	291	55	146	17	40	6	88	30	17	2	
Printing Workers	51.50	36	23	13	13	8	4	1	6	4	0	0	
Textile, Apparel, & Furnishings Workers	51.60	45	7	38	1	7	1	3	5	24	0	4	
Woodworkers	51.70	21	21	0	9	0	4	0	7	0	1	0	
Plant & System Operators	51.80	12	11	1	8	0	2	0	1	1	0	0	
Other Production Occupations	51.90	264	171	93	59	28	34	15	69	42	9	8	
Transportation & Material Moving Occupations	53	1,672	1,146	526	416	117	316	106	393	297	21	6	
Supervisors of Transportation & Material Moving Workers	53.10	5	5	0	2	0	1	0	2	0	0	0	
Air Transportation Workers	53.20	1	0	1	0	1	0	0	0	0	0	0	
Motor Vehicle Operators	53.30	882	546	336	213	80	130	69	191	186	12	1	
Rail Transportation Workers	53.40	1	1	0	0	0	0	0	1	0	0	0	
Water Transportation Workers	53.50	3	3	0	3	0	0	0	0	0	0	0	
Other Transportation Workers	53.60	179	129	50	59	14	40	16	28	20	2	0	
Material Moving Workers	53.70	595	457	138	138	22	145	21	167	90	7	5	
Military Specific Occupations	55	10	5	5	1	0	2	3	2	1	0	1	
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	1	1	0	0	0	1	0	0	0	0	0	
Military Enlisted Tactical Operations & Air/Weapon	55.30	9	4	5	1	0	1	3	2	1	0	1	
Unknown/Unclassifiable Occupations	99	8,427	4,260	4,149	1,575	1,462	883	844	1,703	1,751	99	92	
Unknown/Unclassifiable Occupations	99.90	8,427	4,260	4,149	1,575	1,462	883	844	1,703	1,751	99	92	