



I L L I N O I S

**Civil Service  
Affirmative Action  
Executive Summary Report**

**Office of Diversity, Equity, and Access**

**July, 1 2014**

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## **Office of Diversity, Equity, and Access**

### **NONDISCRIMINATION STATEMENT**

#### **University of Illinois at Urbana-Champaign Official Notice**

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

It is the policy of the University of Illinois not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders, and regulations. This nondiscrimination policy applies to admissions, employment, and access to and treatment in the University programs and activities. Complaints of invidious discrimination prohibited by University policy are to be resolved within existing University procedures.

For additional information or assistance on equal opportunity and access policies, as well as other University policies or information on federal and state civil rights laws, please contact:

For the Urbana-Champaign campus:

Menah Pratt-Clarke, Associate Chancellor  
Office of the Chancellor  
100 Swanlund Administration Building, MC-304  
601 East John Street  
Champaign, IL 61820  
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## **OFFICE OF DIVERSITY, EQUITY, AND ACCESS**

The University of Illinois at Urbana-Champaign has long been committed to the principle of equality and opportunity for all students, faculty, and staff. The Office of Diversity, Equity, and Access which reports directly to the Office of the Chancellor, is responsible for handling all facets of the University's Affirmative Action policies and procedures, ensuring campus-wide compliance with the Americans with Disabilities Act, and handling complaints of alleged discrimination filed with federal and state civil rights agencies. In addition, the Office provides training to faculty, staff, and students, and promotes the University's efforts in the area of community outreach.

The University receives federal contracts, and, as a result, is required to develop and implement a written Affirmative Action Plan. The Affirmative Action Plan serves as a blueprint to guide the University's efforts with respect to the recruitment of underrepresented faculty and staff. The Office of Diversity, Equity, and Access supports recruitment efforts by not only monitoring the search process, but also by providing diversity analysis to units. The Office of Diversity, Equity, and Access also monitors the search process for compliance with equal employment opportunity regulations which requires a fair, equitable, and nondiscriminatory process.

The Office of Diversity, Equity, and Access's responsibilities and activities continue to be the primary means by which the university implements diversity and inclusivity initiatives. As a unit under the Chancellor, it is uniquely positioned to coordinate many of the campus-wide initiatives related to diversity and inclusion. The Office of Diversity, Equity, and Access is often charged by the Chancellor with providing diversity training to various units and groups on campus to foster a more inclusive environment with the goal of increasing retention and promotion among underrepresented faculty and staff throughout the university; serving as a resource for campus; coordinating campus-wide reporting responsibilities to the Illinois Board of Higher Education; providing diversity programming for the campus; engaging in community outreach with Champaign-Urbana and nearby communities and working with student organizations and student affairs units.

## **CIVIL SERVICE STAFF**

As of July 1, 2014, the civil service staff consists of employees in the Affirmative Action Plan: 53% female, 13% Black, 2% Asian/Pacific Islanders, 3% Hispanic, and less than .5% for Native American and 1% of individuals who have selected two or more races.

There are 99 occupied civil service job groups as of July 1, 2014; 35% of the job groups have placement goals.

## **AFFIRMATIVE ACTION PLAN JOB GROUPS**

Civil Service job groups were created using EEO code area, job title, and promotional lines under the State of Illinois University Civil Service System regulations.

In general, job groups are jobs that are grouped based on three factors: 1) similar wages; 2) similar titles, job duties, and responsibilities; and 3) similar opportunities for training, promotion, transfer, and other employment benefits.

## **AFFIRMATIVE ACTION PLAN PLACEMENT GOALS**

A placement goal is set when the percentage of minorities or females employed in a particular job group is less than reasonably expected given their percentage of availability. A single placement goal is set for all minorities and is listed in the minority total except if there is a substantial disparity in the utilization of a particular minority group. At that point a separate goal is set and will be listed under that particular minority group. The minority group percentage is not an aggregate of all the percentages of the separate minority groups. The percentages are provided by gender, total minorities, and respective minority groups. The University's placement goals are established by applying the 80% Rule. With the 80% Rule, a disparity may exist whenever the percentage of females or minorities in the job group is less than 80% of the final availability percentage.

A goal is a hiring rate in the affirmative action plan. For example, a female placement goal of 25% means that 1 out of 4 hires should be female such that over time, the underrepresentation would be addressed. A higher percentage indicates a larger pool of availability in the recruitment area and thus greater likelihood of success in addressing underrepresentation. Affirmative action regulations require Illinois to undertake the following actions:

- Document good faith efforts to recruit in areas where there are goals. Good faith efforts refer to any effort that seeks to include more underrepresented persons into the selection pool; typically this involves recruitment or development efforts not otherwise done in the past.
- Document on-going diversity related initiatives.
- Monitor progress towards goals.

The next section contains the Civil Service Diversity Report from the FY1 Civil Service Affirmative Action Plan. The data is compiled by job group and helps the University community to be mindful of areas of underrepresentation throughout the campus.

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian /PI	Two or More	White	Female	Male	Total Emp	Placement Goal
3A1	Accountg/Finance Professionals level 1											
	2015 Employees	5.56%	2.78%	2.78%	0.00%	0.00%	0.00%	88.89%	75.00%	25.00%	36	
	2014 Employees	7.32%	2.44%	0.00%	0.00%	0.00%	0.00%	90.24%	75.61%	24.39%	41	
3A2	Accountg/Finance Professionals level 2											
	2015 Employees	2.99%	17.16%	2.24%	0.00%	0.00%	0.75%	76.87%	77.61%	22.39%	134	*
	2014 Employees	1.19%	11.90%	0.00%	0.00%	0.00%	0.00%	86.90%	80.95%	19.05%	84	
3A3	Accountg/Finance Professionals level 3											
	2015 Employees	0.00%	8.57%	5.71%	0.00%	0.00%	0.00%	85.71%	71.43%	28.57%	35	*
	2014 Employees	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	96.15%	76.92%	23.08%	26	
3B1	Engineers level 1											
	2015 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	0.00%	100.00%	8	*
	2014 Employees	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	85.71%	0.00%	100.00%	7	
3B2	Engineers level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	85.71%	0.00%	100.00%	14	*
3B3	Engineers level 3											
	2015 Employees	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	90.91%	0.00%	100.00%	11	*
	2014 Employees	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	92.31%	0.00%	100.00%	13	
3C1	Human Resources Professionals level 1											
	2015 Employees	0.00%	30.43%	4.35%	0.00%	0.00%	0.00%	65.22%	82.61%	17.39%	23	
	2014 Employees	0.00%	37.50%	6.25%	0.00%	0.00%	0.00%	56.25%	81.25%	18.75%	16	
3C2	Human Resources Professionals level 2											
	2015 Employees	0.00%	25.00%	4.17%	0.00%	0.00%	2.08%	68.75%	87.50%	12.50%	48	
	2014 Employees	0.00%	25.00%	0.00%	0.00%	0.00%	2.78%	72.22%	88.89%	11.11%	36	
3C3	Human Resources Professionals level 3											
	2015 Employees	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	0.00%	2	
	2014 Employees	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	0.00%	2	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian /PI	Two or More	White	Female	Male	Total Emp	Placement Goal
3D1	Systems/Network Professionals level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	42.86%	57.14%	7	*
	2014 Employees	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	95.65%	30.43%	69.57%	23	*
3D2	Systems/Network Professionals level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	20.00%	80.00%	5	
3D3	Systems/Network Professionals level 3											
	2015 Employees	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	93.75%	6.25%	93.75%	16	*
	2014 Employees	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	94.44%	22.22%	77.78%	18	*
3E1	Creative Arts Professionals level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	92.31%	7.69%	13	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	92.31%	7.69%	13	*
3E2	Creative Arts Professionals level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	25.00%	4	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	25.00%	4	
3E3	Creative Arts Professionals level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
3F1	College Program Professionals level 1											
	2015 Employees	0.00%	8.33%	0.00%	4.17%	0.00%	0.00%	87.50%	79.17%	20.83%	24	
	2014 Employees	0.00%	8.70%	0.00%	4.35%	0.00%	4.35%	82.61%	73.91%	26.09%	23	
3F2	College Program Professionals level 2											
	2015 Employees	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	94.12%	88.24%	11.76%	17	
	2014 Employees	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	86.67%	86.67%	13.33%	15	
3G1	Medical/Lab Professionals level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	97.50%	42.50%	57.50%	40	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	97.50%	40.00%	60.00%	40	*



Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
3G2	Medical/Lab Professionals level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	6	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	6	
3G3	Medical/Lab Professionals level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
3H1	Nurses level 1											
	2015 Employees	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	94.44%	100.00%	0.00%	18	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	24	*
3H2	Nurses level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	2	
3H3	Nurses level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	85.71%	14.29%	7	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	88.89%	11.11%	9	*
3Z1	Other CS Service Professionals level 1											
	2015 Employees	0.00%	5.74%	2.46%	0.00%	0.00%	0.00%	91.80%	89.34%	10.66%	122	
	2014 Employees	0.00%	5.08%	1.69%	0.00%	0.00%	0.00%	93.22%	92.37%	7.63%	118	*
3Z2	Other CS Service Professionals level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	4	
3Z3	Other CS Service Professionals level 3											
	2015 Employees	0.00%	6.73%	0.00%	0.00%	0.00%	0.00%	93.27%	65.38%	34.62%	104	*
	2014 Employees	0.00%	5.15%	0.00%	0.00%	0.00%	0.00%	94.85%	62.89%	37.11%	97	*
4A1	Systems/Network Technicians level 1											
	2015 Employees	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	71.43%	14.29%	85.71%	7	*
	2014 Employees	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	75.00%	37.50%	62.50%	8	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
4A2	Systems/Network Technicians level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	57.14%	42.86%	7	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	46.15%	53.85%	13	*
4B1	Engineering/Science Technician level 1											
	2015 Employees	0.00%	3.90%	2.60%	0.00%	0.00%	0.00%	93.51%	29.87%	70.13%	77	*
	2014 Employees	0.00%	4.05%	2.70%	0.00%	0.00%	0.00%	93.24%	24.32%	75.68%	74	*
4B2	Engineering/Science Technician level 2											
	2015 Employees	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	86.67%	20.00%	80.00%	30	*
	2014 Employees	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	91.67%	12.50%	87.50%	24	*
4B3	Engineering/Science Technician level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	*
4E1	Health Technicians level 1											
	2015 Employees	5.83%	6.80%	0.97%	0.00%	0.00%	0.00%	86.41%	76.70%	23.30%	103	
	2014 Employees	5.36%	5.36%	0.89%	0.00%	0.00%	0.00%	88.39%	76.79%	23.21%	112	
4E2	Health Technicians level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	71.43%	28.57%	14	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	83.33%	16.67%	12	
4E3	Health Technicians level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
4G1	Protective Service Workers level 1											
	2015 Employees	1.35%	9.46%	9.46%	0.00%	0.00%	2.70%	77.03%	13.51%	86.49%	74	
	2014 Employees	1.27%	10.13%	10.13%	0.00%	0.00%	1.27%	77.22%	13.92%	86.08%	79	*
4G2	Protective Service Workers level 2											
	2015 Employees	0.00%	0.00%	10.00%	0.00%	0.00%	5.00%	85.00%	15.00%	85.00%	20	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	92.86%	14.29%	85.71%	14	*

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
4G3	Protective Service Workers level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
4Z1	Other Technicians/Paraprofess level 1											
	2015 Employees	3.91%	14.84%	2.34%	1.56%	0.00%	1.56%	75.78%	54.69%	45.31%	128	*
	2014 Employees	2.42%	15.32%	3.23%	0.81%	0.00%	2.42%	75.81%	61.29%	38.71%	124	*
4Z2	Other Technicians/Paraprofess level 2											
	2015 Employees	4.55%	10.23%	3.41%	0.00%	0.00%	2.27%	79.55%	49.43%	50.57%	176	
	2014 Employees	3.95%	9.87%	1.97%	0.00%	0.00%	3.29%	80.92%	50.66%	49.34%	152	*
5A1	Accounting/Finance Clericals level 1											
	2015 Employees	3.33%	8.89%	5.00%	0.00%	0.00%	1.11%	81.67%	80.56%	19.44%	180	
	2014 Employees	1.72%	9.20%	2.30%	0.57%	0.00%	1.15%	85.06%	83.33%	16.67%	174	
5A2	Accounting/Finance Clericals level 2											
	2015 Employees	2.22%	22.22%	11.11%	0.00%	0.00%	2.22%	62.22%	91.11%	8.89%	45	
	2014 Employees	0.00%	17.24%	0.00%	0.00%	0.00%	3.45%	79.31%	93.10%	6.90%	29	
5B1	Office Support Clericals level 1											
	2015 Employees	1.36%	13.12%	2.26%	0.00%	0.45%	1.36%	81.45%	87.33%	12.67%	221	*
	2014 Employees	2.68%	14.29%	0.89%	0.00%	0.00%	2.23%	79.91%	87.95%	12.05%	224	*
5B2	Office Support Clericals level 2											
	2015 Employees	3.69%	8.61%	1.23%	0.41%	0.00%	0.82%	85.25%	93.44%	6.56%	244	*
	2014 Employees	2.56%	7.69%	2.93%	0.37%	0.00%	0.00%	86.45%	94.87%	5.13%	273	*
5B3	Office Support Clericals level 3											
	2015 Employees	0.63%	4.11%	1.58%	0.00%	0.00%	0.63%	93.04%	96.84%	3.16%	316	*
	2014 Employees	0.68%	4.41%	0.34%	0.00%	0.00%	0.34%	94.24%	97.97%	2.03%	295	*
5C1	Office Machine Operators level 1											
	2015 Employees	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	66.67%	3	
	2014 Employees	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	66.67%	3	*

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
5C2	Office Machine Operators level 2											
	2015 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	62.50%	37.50%	8	
	2014 Employees	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	88.89%	66.67%	33.33%	9	
5C3	Office Machine Operators level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
5D1	Storekeepers/Dispatchers level 1											
	2015 Employees	2.00%	24.00%	8.00%	2.00%	0.00%	2.00%	62.00%	26.00%	74.00%	50	*
	2014 Employees	0.00%	19.61%	5.88%	1.96%	0.00%	1.96%	70.59%	31.37%	68.63%	51	*
5D2	Storekeepers/Dispatchers level 2											
	2015 Employees	0.00%	18.75%	0.00%	6.25%	0.00%	0.00%	75.00%	31.25%	68.75%	16	
	2014 Employees	0.00%	17.39%	4.35%	4.35%	0.00%	0.00%	73.91%	26.09%	73.91%	23	*
5D3	Storekeepers/Dispatchers level 3											
	2015 Employees	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%	40.00%	20.00%	80.00%	5	
	2014 Employees	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%	40.00%	20.00%	80.00%	5	
5Z1	Other Clericals level 1											
	2015 Employees	1.79%	21.43%	5.95%	0.00%	0.00%	1.79%	69.05%	81.55%	18.45%	168	*
	2014 Employees	2.47%	19.75%	2.47%	0.00%	0.00%	1.85%	73.46%	81.48%	18.52%	162	
5Z2	Other Clericals level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	86.67%	13.33%	30	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	85.71%	14.29%	28	*
5Z3	Other Clericals level 3											
	2015 Employees	5.45%	16.36%	0.00%	0.00%	0.00%	1.82%	76.36%	90.91%	9.09%	55	*
	2014 Employees	3.70%	14.81%	0.00%	0.00%	0.00%	0.00%	81.48%	94.44%	5.56%	54	
6A1	Auto Mechanics/Body Repair level 1											
	2015 Employees	0.00%	9.52%	4.76%	0.00%	0.00%	0.00%	85.71%	0.00%	100.00%	21	
	2014 Employees	0.00%	10.00%	5.00%	0.00%	0.00%	0.00%	85.00%	0.00%	100.00%	20	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
6A2	Auto Mechanics/Body Repair level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6A3	Auto Mechanics/Body Repair level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6B1	Mechanics/Repair not Auto level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	*
6B2	Mechanics/Repair not Auto level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	3	
6B3	Mechanics/Repair not Auto level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6C1	Machinists level 1											
	2015 Employees	0.00%	6.67%	3.33%	0.00%	0.00%	3.33%	86.67%	0.00%	100.00%	30	*
	2014 Employees	0.00%	7.14%	3.57%	0.00%	0.00%	3.57%	85.71%	0.00%	100.00%	28	
6C2	Machinists level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	7	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	7	
6C3	Machinists level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6D1	Carpenters level 1											
	2015 Employees	1.82%	14.55%	1.82%	1.82%	0.00%	0.00%	80.00%	1.82%	98.18%	55	
	2014 Employees	1.92%	13.46%	1.92%	1.92%	0.00%	0.00%	80.77%	1.92%	98.08%	52	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
6D2	Carpenters level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
6D3	Carpenters level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6E1	Construction Crafts level 1											
	2015 Employees	0.00%	5.45%	0.00%	0.00%	0.00%	0.91%	93.64%	1.82%	98.18%	110	*
	2014 Employees	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	94.74%	2.63%	97.37%	114	*
6E2	Construction Crafts level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	10.00%	90.00%	10	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	
6E3	Construction Crafts level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	12	*
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	11.76%	88.24%	17	
6F1	Electricians level 1											
	2015 Employees	2.00%	5.00%	2.00%	1.00%	0.00%	2.00%	88.00%	4.00%	96.00%	100	
	2014 Employees	1.03%	6.19%	1.03%	1.03%	0.00%	3.09%	87.63%	3.09%	96.91%	97	*
6F2	Electricians level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	8	
6F3	Electricians level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	7	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	12.50%	87.50%	8	
6G1	Print Trades Crafts level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	33.33%	66.67%	3	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	25.00%	75.00%	4	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
6H1	Painters level 1											
	2015 Employees	2.22%	6.67%	0.00%	4.44%	0.00%	0.00%	86.67%	2.22%	97.78%	45	*
	2014 Employees	2.22%	6.67%	0.00%	4.44%	0.00%	0.00%	86.67%	2.22%	97.78%	45	*
6H2	Painters level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	5	
6J1	Plant & Systems Operators level 1											
	2015 Employees	0.00%	10.13%	2.53%	0.00%	0.00%	0.00%	87.34%	8.86%	91.14%	79	
	2014 Employees	0.00%	8.75%	3.75%	0.00%	0.00%	0.00%	87.50%	8.75%	91.25%	80	*
6J2	Plant & Systems Operators level 2											
	2015 Employees	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	92.86%	7.14%	92.86%	14	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	4	
6J3	Plant & Systems Operators level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	16.67%	83.33%	6	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	4	
6K1	Metal Craftsmen level 1											
	2015 Employees	0.00%	2.63%	2.63%	0.00%	0.00%	5.26%	89.47%	2.63%	97.37%	38	*
	2014 Employees	0.00%	3.03%	3.03%	0.00%	0.00%	6.06%	87.88%	3.03%	96.97%	33	*
6K2	Metal Craftsmen level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6K3	Metal Craftsmen level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
6Z1	Other Craftsmen level 1											
	2015 Employees	0.00%	6.25%	6.25%	0.00%	0.00%	6.25%	81.25%	12.50%	87.50%	16	
	2014 Employees	0.00%	5.00%	5.00%	0.00%	0.00%	5.00%	85.00%	10.00%	90.00%	20	

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
622	Other Craftsmen level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	4	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	4	*
623	Other Craftsmen level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7A1	Vehicle Operators level 1											
	2015 Employees	0.00%	20.00%	2.50%	0.00%	0.00%	2.50%	75.00%	15.00%	85.00%	40	
	2014 Employees	0.00%	25.58%	2.33%	0.00%	0.00%	2.33%	69.77%	18.60%	81.40%	43	
7A3	Vehicle Operators level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
7B1	Construction Laborers level 1											
	2015 Employees	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%	95.65%	8.70%	91.30%	23	
	2014 Employees	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	96.00%	8.00%	92.00%	25	*
7B2	Construction Laborers level 2											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7B3	Construction Laborers level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7C1	Cleaning Service Workers level 1											
	2015 Employees	5.22%	19.13%	3.48%	0.35%	0.00%	0.35%	71.48%	25.04%	74.96%	575	
	2014 Employees	4.51%	18.02%	3.64%	0.35%	0.00%	0.35%	73.14%	23.57%	76.43%	577	*
7C2	Cleaning Service Workers level 2											
	2015 Employees	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	91.67%	33.33%	66.67%	12	*
	2014 Employees	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	91.67%	41.67%	58.33%	12	



Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Hawaiian/PI	Two or More	White	Female	Male	Total Emp	Placement Goal
7C3	Cleaning Service Workers level 3											
	2015 Employees	0.00%	9.68%	0.00%	0.00%	0.00%	6.45%	83.87%	25.81%	74.19%	31	*
	2014 Employees	0.00%	8.82%	0.00%	0.00%	0.00%	5.88%	85.29%	26.47%	73.53%	34	*
7D1	Food Service Workers level 1											
	2015 Employees	2.08%	48.96%	6.77%	0.52%	0.00%	1.56%	40.10%	50.00%	50.00%	192	*
	2014 Employees	1.60%	47.06%	5.88%	0.00%	0.00%	1.60%	43.85%	55.08%	44.92%	187	
7D2	Food Service Workers level 2											
	2015 Employees	0.00%	24.39%	9.76%	0.00%	0.00%	4.88%	60.98%	43.90%	56.10%	41	*
	2014 Employees	0.00%	29.55%	9.09%	0.00%	0.00%	2.27%	59.09%	47.73%	52.27%	44	*
7D3	Food Service Workers level 3											
	2015 Employees	8.70%	17.39%	0.00%	0.00%	0.00%	0.00%	73.91%	47.83%	52.17%	23	
	2014 Employees	3.45%	13.79%	0.00%	0.00%	0.00%	0.00%	82.76%	44.83%	55.17%	29	
7E1	Personal Service Workers level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7F1	Farm Laborers level 1											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	2	
	2014 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	1	
7Z1	Other Service/Maintenance level 1											
	2015 Employees	0.00%	13.46%	0.00%	1.92%	0.00%	1.92%	82.69%	15.38%	84.62%	52	*
	2014 Employees	0.00%	12.07%	0.00%	1.72%	0.00%	1.72%	84.48%	17.24%	82.76%	58	*
7Z2	Other Service/Maintenance level 2											
	2015 Employees	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	0.00%	100.00%	8	*
	2014 Employees	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	100.00%	6	*
7Z3	Other Service/Maintenance level 3											
	2015 Employees	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	6	*
	2014 Employees	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	83.33%	0.00%	100.00%	6	*