

AVAILABILITY ANALYSIS

Section 46a-68-84

As a preparatory step in determining whether protected classes are fully and fairly utilized in the workforce, Central Connecticut State University conducted an analysis by occupational category to determine the availability base of protected group members for employment. The purpose of the analysis was:

- (1) To examine the job content of each office position and position classification within an occupational category
- (2) To identify a relevant labor market area
- (3) To match each office position and position classification within an occupational category, or, where appropriate, a position classification with the most nearly parallel job title contained in the data source consulted

In calculating availability, the following information and data sources were consulted and utilized:

- (1) Employment figures – 2000 Connecticut Occupational Statistics EEO Data.
- (2) Unemployment figures – June 2018, Connecticut Department of Labor Data for Affirmative Action Plans.
- (3) Digest of Educational Statistics – Fall 2018 (all faculty ranks) and 2016-17 (degrees conferred)
- (4) US Dept. Ed. National Center for Education Statistics, IPEDS, Fall 2018
- (5) Race and sex composition of employees in promotable and/or transferable positions.

Note:

After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013 the instructor category has been consolidated into the Assistant Professor category.

In the 2013, AA Plan review, this section was found to comply with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, utilization analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the administrative assistant analysis into the clerical all titles category. For the past four submissions, there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

In the 2016 AA Plan review, the CHRO review noted the following: The CHRO and CCSU will review, during the reporting period, faculty to determine if analyzing by discipline (ex. English disciplines) will be a more precise analysis and enhance goal setting. 2017 AAP update: CCSU does not presently have faculty data by discipline, which has hindered our ability to conduct a thorough analysis. During this upcoming reporting period, the Office of Diversity and Equity in partnership with the Employee Advisory Committee will work to determine an availability base by discipline. This information will allow the University to conduct an analysis. AAP 2018 update: Due to organizational changes, this action is on hold. CCSU will re-visit this in the future.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 1 - Executive/Administrative
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	39.4	5	2.0	60.6	5	3.0	32.4	5	1.6	46.8	5	2.3	3.8	5	0.2	8.2	5	0.4	2.1	5	0.1	3.9	5	0.2	1.1	5	0.1	1.7	5	0.1
2. Unemployment in Applicable LMA	52.1	5	2.6	47.9	5	2.4	32.9	5	1.6	28	5	1.4	8.2	5	0.4	8.2	5	0.4	9.4	5	0.5	10.6	5	0.5	1.6	5	0.1	1.2	5	0.1
3. Promotable/Transferable Percentage	61.1	10	6.1	38.9	10	3.9	49.4	10	4.9	30.8	10	3.1	3.2	10	0.3	2.4	10	0.2	4	10	0.4	2.4	10	0.2	4.5	10	0.5	3.2	10	0.3
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	43.7	80	35.0	56.3	80	45.0	35.2	80	28.2	43	80	34.4	3.9	80	3.1	6.8	80	5.4	2.5	80	2.0	3.9	80	3.1	2.1	80	1.7	2.7	80	2.2
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			45.7			54.3			36.3			41.2			4.0			6.4			3.0			4.0			2.4			2.7

Employment Data - Census 2000, EEO Data Tool, US Total, Education Administrators (119030)

Educ Admin	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Title	0	0	0	0	0	0	0	0	0	0	0
Total	695700	273975	421725	225340	325700	26575	57165	14305	27050	7755	11810
Percentage	100.0%	39.4%	60.6%	32.4%	46.8%	3.8%	8.2%	2.1%	3.9%	1.1%	1.7%

Unemployment Data - Characteristics of Job Seekers, June 2019

SOC CODE 11.00	2555	1330	1225	841	715	209	209	240	271	40	30
Title	0	0	0								
Total	2555	1330	1225	841	715	209	209	240	271	40	30
Percentage	100.0%	52.1%	47.9%	32.9%	28.0%	8.2%	8.2%	9.4%	10.6%	1.6%	1.2%

Promotable/Transferable Pool - 07/31/2019

Prof Non-Fac V & VI	50	30	20	29	16	1	0	0	3	0	1
Professor	197	121	76	93	60	7	6	10	3	11	7
Total	247	151	96	122	76	8	6	10	6	11	8
Percentage	100.0%	61.1%	38.9%	49.4%	30.8%	3.2%	2.4%	4.0%	2.4%	4.5%	3.2%

US Dept. Ed. National Center for Education Statistics, IPEDS, November 2018 -Management Table 314.40

Management	249688	109053	140635	87899	107344	9637	16878	6233	9631	5284	6782
Title	0	0	0	0	0	0	0	0	0	0	0
Total	249688	109053	140635	87899	107344	9637	16878	6233	9631	5284	6782
Percentage	100.0%	43.7%	56.3%	35.2%	43.0%	3.9%	6.8%	2.5%	3.9%	2.1%	2.7%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	5% value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. The value weight has been lowered because of the outdated census data.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 11.00 Management Occupations	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. A small percentage of positions may be filled through the unemployed.	5% value weight. Unemployment figures account for a small percentage of hires into this category
Promotable Transferable	CCSU Workforce Analysis by Job Classification: Professional Non-Faculty Ranks V & VI and Professor.	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur typically from the level of Administrator V and VI; Professors added due to number of academic dean searches.	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Administrator V & VI and Professors.
OTHER SOURCE	US Dept. of Ed IPEDS Data Nov 2018-Table 314.40: Management-Fall 2017	The hiring area is Nationwide for this job category. Education administrators chosen as titles at the University EEO 1 level are highly competitive and are often recruited Nationally from similar positions/functions.	80% Value weight as Executive/Administrative positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches and are often currently employed at the University level. Table changed at IPEDS from 287 to 314.40.

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	0	0.0	48.3	0	0.0	41.1	0	0.0	39.0	0	0.0	2.7	0	0.0	2.5	0	0.0	2.4	0	0.0	2.5	0	0.0	5.4	0	0.0	4.2	0	0.0	4.2	0	0.0
2. Unemployment in Applicable LMA	57.1	0	0.0	42.9	0	0.0	7.1	0	0.0	11.9	0	0.0	47.6	0	0.0	25.0	0	0.0	1.2	0	0.0	6.0	0	0.0	1.2	0	0.0	0.0	0	0.0	0.0	0	0.0
3.Promotable/Transferable Percentage	50.8	95	48.3	49.2	95	46.7	33.3	95	31.6	39.4	95	37.4	3.0	95	2.9	2.3	95	2.2	1.5	95	1.4	3.0	95	2.9	12.9	95	12.3	4.5	95	4.3			
4.Pop. in the LMA																																	
5.Client Pop. Figures																																	
6.Educ/Tech Tng Figures																																	
7. Other Source (Specify)	67.1	5	3.4	32.9	5	1.6	54.5	5	2.7	27.1	5	1.4	2.3	5	0.1	1.6	5	0.1	2.3	5	0.1	1.4	5	0.1	8.0	5	0.4	2.9	5	0.1			
8. Other Source (Specify)																																	
FINAL AVAILABILITY BASE PERCENTAGE			51.7			48.3			34.3			38.8			3.0			2.3			1.5			3.0			12.7			4.4			

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post Secondary Teachers (SOC 251000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, June 2019

Soc 25.10	84	48	36	6	10	40	21	1	5	1	0
Title	0	0	0								
Total	84	48	36	6	10	40	21	1	5	1	0
Percentage	100.0%	57.1%	42.9%	7.1%	11.9%	47.6%	25.0%	1.2%	6.0%	1.2%	0

Promotable/Transferable Pool - 07/31/2019

Associate Professor	132	67	65	44	52	4	3	2	4	17	6
Title	0	0	0								
Total	132	67	65	44	52	4	3	2	4	17	6
Percentage	100.0%	50.8%	49.2%	33.3%	39.4%	3.0%	2.3%	1.5%	3.0%	12.9%	4.5%

Digest of Ed. Statistics, Table 315.20, November 2018: Professor

Professors	178468	119773	58695	97303	48321	4125	2806	4104	2414	14241	5154
Total	178468	119773	58695	97303	48321	4125	2806	4104	2414	14241	5154
Percentage	100.0%	67.1%	32.9%	54.5%	27.1%	2.3%	1.6%	2.3%	1.4%	8.0%	2.9%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is Nationwide for this job category. However, a small percentage if any may be recruited from within the state of Connecticut employment pool from other universities, specifically other state universities.	0% value weight as professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches. No value weight is given as most positions are filled via promotion.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; given the fact that hiring at the level of professor requires permanent attainment of an associate professor position prior to appointment, the unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed at a lower faculty level. The unemployed is not a viable recruitment source.
Promotable/ Transferable	2019 CCSU Workforce Analysis by Job Classification: Associate Professor	Precise figures for computing racial and sexual composition of persons in promotable positions. The majority of these positions are filled by promotion annually via collective bargaining and the promotional and tenure process.	95% value weight. Value weight is higher for promotions due to promotional and tenure processes in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2018: Professor	The Hiring area is Nationwide for this job category. Persons currently employed at the professor level are a common recruitment pool.	5% value weight. Professor positions at CCSU require advanced degrees and significant relevant/current experience. A small value weight is given as most positions are filled via promotion. Occasionally a hire may occur through national searches. Table number changed from 264 to 315.20 for the Digest.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Associate Professor**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	57.1	0	0.0	42.9	0	0.0	7.1	0	0.0	11.9	0	0.0	47.6	0	0.0	25	0	0.0	1.2	0	0.0	6	0	0.0	1.2	0	0.0	0	0	0.0
3.Promotable/Transferable Percentage	48.1	70	33.7	51.9	70	36.3	30.9	70	21.6	35.8	70	25.1	4.9	70	3.4	4.9	70	3.4	2.5	70	1.8	4.9	70	3.4	9.9	70	6.9	6.2	70	4.3
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	54.4	25	13.6	45.6	25	11.4	41.5	25	10.4	35	25	8.8	2.9	25	0.7	3.2	25	0.8	2.6	25	0.7	2.2	25	0.6	7.4	25	1.9	5.2	25	1.3
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			49.9			50.1			34.1			35.9			4.2			4.3			2.6			4.1			9.1			5.8

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut, Post-secondary Teacher (SOC 25-1000)

251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Title	0	0	0	0	0	0	0	0	0	0	0
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers June 2019

SOC 25.10	84	48	36	6	10	40	21	1	5	1	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	84	48	36	6	10	40	21	1	5	1	0
Percentage	100.0%	57.1%	42.9%	7.1%	11.9%	47.6%	25.0%	1.2%	6.0%	1.2%	0

Promotable/Transferable Pool - 07/31/2019

Assistant Professor	81	39	42	25	29	4	4	2	4	8	5
Title	0	0	0	0	0	0	0	0	0	0	0
Total	81	39	42	25	29	4	4	2	4	8	5
Percentage	100.0%	48.1%	51.9%	30.9%	35.8%	4.9%	4.9%	2.5%	4.9%	9.9%	6.2%

Digest of Ed. Statistics, Table 315.20, November 2018: Associate Professor

Associate Professor	150188	81665	68523	62389	52589	4300	4851	3902	3339	11074	7744
Title	0	0	0	0	0	0	0	0	0	0	0
Total	150188	81665	68523	62389	52589	4300	4851	3902	3339	11074	7744
Percentage	100.0%	54.4%	45.6%	41.5%	35.0%	2.9%	3.2%	2.6%	2.2%	7.4%	5.2%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as associate professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is national for this job category; normally the hiring at the level of associate professor requires permanent attainment of an associate professor position prior to CCSU appointment. The unemployment data is not utilized.	0% value weight. Positions are filled at this level from those who are currently employed. The unemployed are not a viable recruitment pool.
Promotable/Transferable	2019 CCSU Workforce Analysis by Job Classification: Assistant Professor Rank (Does not include instructor)	Precise figures for computing racial and sexual composition of persons in promotable positions. About half of these positions are filled by promotion from the Assistant Professor level annually via collective bargaining and the promotional and tenure process.	70% value weight. Value weight is higher for promotions due to the promotional and tenure process in place at the university.
OTHER SOURCE	Digest of Ed. Statistics, Table 315.20, November 2018: Associate Professor	The hiring area is Nationwide for this job category. Persons currently employed at the associate professor level are a common recruitment pool.	25% value weight. Associate Professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AAIANHNP I = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Assistant Professor (including Instructor)**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	51.7	5	2.6	48.3	5	2.4	41.1	5	2.1	39.0	5	2.0	2.7	5	0.1	2.5	5	0.1	2.4	5	0.1	2.5	5	0.1	5.4	5	0.3	4.2	5	0.2
2. Unemployment in Applicable LMA	57.1	5	2.9	42.9	5	2.1	7.1	5	0.4	11.9	5	0.6	47.6	5	2.4	25	5	1.3	1.2	5	0.1	6	5	0.3	1.2	5	0.1	0	5	0.0
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	47.0	30	14.1	53.0	30	15.9	34.6	30	10.4	39.0	30	11.7	2.8	30	0.8	4.6	30	1.4	2.6	30	0.8	2.8	30	0.8	7.1	30	2.1	6.6	30	2.0
8. Other Source (Specify)	44.8	60	26.9	55.2	60	33.1	32.2	60	19.3	37.0	60	22.2	3.1	60	1.9	6.0	60	3.6	3.5	60	2.1	4.6	60	2.8	5.9	60	3.5	7.7	60	4.6
FINAL AVAILABILITY BASE PERCENTAGE			46.5			53.5			32.2			36.5			5.2			6.4			3.1			4.0			6.0			6.8

Employment Data - Census 2000 EEO Data Tool, Statewide Data, Connecticut Post Secondary Teachers (SOC 25-1000)

SOC 251000	16020	8284	7736	6590	6255	440	399	385	405	869	677
Total	16020	8284	7736	6590	6255	440	399	385	405	869	677
Percentage	100.0%	51.7%	48.3%	41.1%	39.0%	2.7%	2.5%	2.4%	2.5%	5.4%	4.2%

Unemployment Data - Characteristics of Job Seekers, Post Secondary Teachers SOC 25.10 June 2019

SOC 25.10	84	48	36	6	10	40	21	1	5	1	0
Total	84	48	36	6	10	40	21	1	5	1	0
Percentage	100.0%	57.1%	42.9%	7.1%	11.9%	47.6%	25.0%	1.2%	6.0%	1.2%	0

Promotable/Transferable Pool - 07/31/2019

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

Digest of Ed. Statistics, Table 315.20, November 2018: Assistant Professor

Assistant Professors	157384	74033	83351	54381	61325	4344	7161	4109	4456	11199	10409
Total	157384	74033	83351	54381	61325	4344	7161	4109	4456	11199	10409
Percentage	100.0%	47.0%	53.0%	34.6%	39.0%	2.8%	4.6%	2.6%	2.8%	7.1%	6.6%

Digest of Ed. Statistics, Table 324.20 Doctoral Degrees

National Data	155095	69428	85667	50003	57442	4791	9276	5421	7072	9213	11877
Total	155095	69428	85667	50003	57442	4791	9276	5421	7072	9213	11877
Percentage	100.0%	44.8%	55.2%	32.2%	37.0%	3.1%	6.0%	3.5%	4.6%	5.9%	7.7%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Post Secondary Teachers (251000)	The hiring area is nationwide for this job category. However, a small percentage may be recruited from within the state of Connecticut employment pool from other universities.	5% value weight as assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 25.10 Post Secondary Teachers	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. However, a small percentage of positions are filled through the unemployed who possess terminal degrees.	5% value weight. Unemployment figures account for a small % of hires into this category. Most hires are recruited primarily through national searches.
Promotable/Transferable	There is no longer a promotable pool for this category as instructor positions are now a part of this category	N/A	0% value weight as there is no available promotable pool.
Digest of Educational Statistics	Digest of Ed. Statistics, Table 315.20. Assistant Professor. Fall 2017. Table prepared November 2018.	The hiring area is nationwide for this job category. Persons currently employed at the assistant professor level are a common recruitment pool.	30% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.
Digest of Educational Statistics	Digest of Educational Statistics Table 324.20: Doctoral degrees conferred 2016-2017 data.	The hiring area is nationwide for this job category. Most positions are filled by candidates who currently possess their terminal degrees; most often a Ph.D. in a related field.	60% value weight. Assistant professor positions at CCSU require advanced degrees and relevant/current experience. Most hires are recruited primarily through national searches.

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 2 - Faculty
Coaching**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National(NCAA)**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	69.1	5	3.5	30.9	5	1.5	58.3	5	2.9	29.9	5	1.5	5.3	5	0.3	0.2	5	0.0	3.1	5	0.2	0.4	5	0.0	2.5	5	0.1	0.4	5	0.0
2. Unemployment in Applicable LMA	48.1	5	2.4	51.9	5	2.6	35.2	5	1.8	31.5	5	1.6	6.5	5	0.3	8.3	5	0.4	3.7	5	0.2	9.3	5	0.5	2.8	5	0.1	2.8	5	0.1
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
4. Pop. in the LMA																														
5. Client Pop. Figures																														
6. Educ/Tech Tng Figures																														
7. Other Source (Specify)	75.8	90	68.2	24.2	90	21.8	54	90	48.6	17.4	90	15.7	17.2	90	15.5	5.4	90	4.9	1.7	90	1.5	0.5	90	0.5	3.0	90	2.7	0.8	90	0.7
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			74.1			25.9			53.3			18.8			16.1			5.3			1.9			1.0			2.9			0.8

Employment Data - Connecticut Occupational Statistics, 2000 Athletes, Coaches, Umps & Related Workers 272020; Ent. & Perf Sports & Rel. Workers (272099)

272020	3183	2235	948	1915	920	155	4	85	14	80	10
272099	232	124	108	75	100	25	4	20	0	4	4
Total	3415	2359	1056	1990	1020	180	8	105	14	84	14
Percentage	100.0%	69.1%	30.9%	58.3%	29.9%	5.3%	0.2%	3.1%	0.4%	2.5%	0.4%

Unemployment Data - Characteristics of Job Seekers, June 2019

SOC 27.20	108	52	56	38	34	7	9	4	10	3	3
Title	0	0	0	0	0	0	0	0	0	0	0
Total	108	52	56	38	34	7	9	4	10	3	3
Percentage	100.0%	48.1%	51.9%	35.2%	31.5%	6.5%	8.3%	3.7%	9.3%	2.8%	2.8%

Promotable/Transferable Pool - 07/31/2019

	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

NCAA Data - All head coaches and assistant coaches in related sports 2017-2018 data

Coaching	19275	14620	4655	10400	3356	3319	1047	325	93	576	159
	0	0	0								
Total	19275	14620	4655	10400	3356	3319	1047	325	93	576	159
Percentage	100.0%	75.8%	24.2%	54.0%	17.4%	17.2%	5.4%	1.7%	0.5%	3.0%	0.8%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, CT Total, Athletes, Coaches, Umps & Related Workers (272020); Ent. & Perf Sports & Rel. Workers (272099).	The hiring area is typically nationwide for this job category; however, positions are filled from local recruitment efforts within the state. Division 1 coaching related positions are highly competitive and require prior experience.	5% value weight as Division 1 coaching related positions at CCSU require relevant/current experience. A lower value weight is give as most hires are recruited primarily through national searches.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 27.20 Entertainers & Performers, Sports & Related Workers.	University hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, however a small percentage of positions are filled through the unemployed.	5% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	N/A	Promotions would be filled within the category due to number of positions within the category resulting in all titles being evaluated together.	0%
NCAA - Division 1 - Coaching	NCAA Division 1 - Race and Demographics Search (Head Coaches and Assistant Coaches in Related Sports) 2017-2018 Data	Recruitment for Division 1 positions comes from those with experience in Division 1 sports and sports related fields.	90% value weight as most positions filled in the University's coaching ranks are filled by those who are currently coaching Division 1 sports.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 3 - Professional Non-Faculty
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Statewide/National**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNPI MALE			AAIANHNP FEMALE				
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	41.8	25	10.5	58.2	25	14.6	37.2	25	9.3	50.9	25	12.7	2.7	25	0.7	4.0	25	1.0	1.2	25	0.3	2.0	25	0.5	0.8	25	0.2	1.3	25	0.3		
2. Unemployment in Applicable LMA	25.1	5	1.3	74.9	5	3.7	7.7	5	0.4	29.7	5	1.5	12.8	5	0.6	22.6	5	1.1	3.6	5	0.2	21.5	5	1.1	1	5	0.1	1	5	0.1		
3. Promotable/Transferable Percentage	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0		
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)	39.6	70	27.7	60.4	70	42.3	29.4	70	20.6	42.9	70	30.0	3.7	70	2.6	7.2	70	5.0	3.2	70	2.2	5.4	70	3.8	3.2	70	2.2	5.0	70	3.5		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			39.5			60.6			30.3			44.2			3.9			7.1			2.7			5.4			2.5			3.9		

Employment Data - 2000 COS, Vol. 2--Statewide Connecticut, Pgs. 2-3, line: Education Administrators (119030)

Educ Admin SOC. 119030	9937	4158	5779	3695	5060	265	395	120	195	78	129
Title	0	0	0	0	0	0	0	0	0	0	0
Total	9937	4158	5779	3695	5060	265	395	120	195	78	129
Percentage	100.0%	41.8%	58.2%	37.2%	50.9%	2.7%	4.0%	1.2%	2.0%	0.8%	1.3%

Unemployment Data - Characteristics of Job Seekers, June 2019 Other Education, Training & Library Occs

SOC 25.90	195	49	146	15	58	25	44	7	42	2	2
Title	0	0	0	0	0	0	0	0	0	0	0
Total	195	49	146	15	58	25	44	7	42	2	2
Percentage	100.0%	25.1%	74.9%	7.7%	29.7%	12.8%	22.6%	3.6%	21.5%	1.0%	1.0%

Promotable/Transferable Pool - 07/31/2019

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

US Dept. Ed. National Center for Education Statistics, IPEDS: Professional Staff (Non-Faculty)

Professional Non-Faculty	897339	354952	542387	264013	384683	33032	64428	28877	48011	29030	45265
Misc categories	0	0	0	0	0	0	0	0	0	0	0
Total	897339	354952	542387	264013	384683	33032	64428	28877	48011	29030	45265
Percentage	100.0%	39.6%	60.4%	29.4%	42.9%	3.7%	7.2%	3.2%	5.4%	3.2%	5.0%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, US Total, Education Administrators (119030)	The hiring area is statewide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited statewide from other universities or state agencies, and/or nationally from similar positions/functions.	25% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current (college level) experience. Most hires occur from those currently employed. Slight decrease in 2014 to reflect that most positions are filled by those currently employed in college/university settings.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Statewide figures line SOC 25.90: Other Education, Training and Library Occupations.	Department hiring area is statewide/national for this job category; however, statewide unemployment data is utilized. Unemployment figures are used, as some vacancies are filled by the unemployed with relevant skills/experience.	5% value weight. Unemployment figures account for a smaller percentage of hires into this category. Reduced in 2014 to 10% as the majority of positions are filled by those currently employed, and most likely those employed in the college/university setting.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Due to the level of skills, degree requirements and previous experience in related positions or field; opportunities for promotions do not exist.	Since nearly 100% of these positions are filled through hires, no promotional group has been identified.	0% value weight. Nearly all positions are filled via hiring of outside persons currently performing related functions.
OTHER SOURCE - IPEDS 2012	US Dept. Ed. National Center for Education Statistics, IPEDS, November 2018: Table 314.40. Bus & Fin, Comp, Eng & Science, Comm, Soc Svc, Legal, Arts, Design, Entertainment, Sports & Media, Healthcare Practitioners & Techs, Librarians & Student & Academic Affairs & Other Education	The hiring area is statewide/nationwide for this job category. Professional non-faculty and related positions are highly competitive and are often recruited nationwide from other universities and from similar positions/functions.	70% value weight as professional non-faculty positions at CCSU often require advanced degrees and relevant/current experience. Most hires occur from those currently employed and most often with university/college experience.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
All Titles except Sec 2**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP MALE			AAIANHNP FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	24.9	50	12.5	75.1	50	37.6	17.9	50	9.0	52.7	50	26.4	3.8	50	1.9	12.5	50	6.3	2.1	50	1.1	7.2	50	3.6	1.1	50	0.6	2.6	50	1.3
2. Unemployment in Applicable LMA	38.8	20	7.8	61.2	20	12.2	17.3	20	3.5	30.6	20	6.1	12.7	20	2.5	19.3	20	3.9	8.5	20	1.7	10.1	20	2.0	0.4	20	0.1	1.2	20	0.2
3.Promotable/Transferable Percentage	5.1	30	1.5	94.9	30	28.5	5.1	30	1.5	69.2	30	20.8	0	30	0.0	10.3	30	3.1	0	30	0.0	12.8	30	3.8	0	30	0.0	2.6	30	0.8
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			21.8			78.3			14.0			53.3			4.4			13.3			2.8			9.4			0.7			2.3

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County LMA: Other Office and Admin, Support Workers (439000)

SOC 439000	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Title	0	0	0	0	0	0	0	0	0	0	0
Total	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Percentage	100.0%	24.9%	75.1%	17.9%	52.7%	3.8%	12.5%	2.1%	7.2%	1.1%	2.6%

Unemployment Data - Characteristics of Job Seekers, June 2019

SOC 43.90	282	100	182	31	82	36	62	31	35	2	3
SOC 43.60	215	93	122	55	70	27	34	11	15	0	3
Total	497	193	304	86	152	63	96	42	50	2	6
Percentage	100.0%	38.8%	61.2%	17.3%	30.6%	12.7%	19.3%	8.5%	10.1%	0.4%	1.2%

Promotable/Transferable Pool - 07/31/2019

Secretary 2	39	2	37	2	27	0	4	0	5	0	1
Title	0	0	0								
Total	39	2	37	2	27	0	4	0	5	0	1
Percentage	100.0%	5.1%	94.9%	5.1%	69.2%	0	10.3%	0	12.8%	0	2.6%

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0								
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Other Office and Admin, Support Workers (439000)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the University. Some clerical titles require state examination certification which often requires work history and are often currently employed. Some hires come from those in the same title form other state agencies.	50% value weight as clerical positions require a great deal of clerical skills and experience and most often come from those who are currently employed at the title or with qualifying experience. Modified to reflect increased promotional pool with addition of admin assistants to this eeo category.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Htfd County LMA figures line SOC 43.90 Other Office and Admin, Support Workers and SOC 43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a slightly smaller percentage of positions are filled through the unemployed.	20% value weight. Unemployment figures account for a slightly smaller % of hires into this category. Modified to reflect increased promotional pool with addition of admin assistants to this eeo category.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification:Secretary 2	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of Secretary 2	30% value weight. Most positions in this category are filled though hires. However, an occasional promotion does occur from the level of Secretary 2. This is new as of 2016 due to consolidation of Adminisrative Assistant title with All Titles (promotional opportunity from Secretary 2 to Administrative Assistant).
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 4 - Clerical
Secretary 2**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			HISPANIC MALE			HISPANIC FEMALE			AAIANHNP I MALE			AAIANHNP I FEMALE		
	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	3.5	20	0.7	96.5	20	19.3	2.7	20	0.5	79.1	20	15.8	0.4	20	0.1	10.3	20	2.1	0.3	20	0.1	5.4	20	1.1	0.1	20	0.0	1.7	20	0.3
2. Unemployment in Applicable LMA	43.3	30	13.0	56.7	30	17.0	25.6	30	7.7	32.6	30	9.8	12.6	30	3.8	15.8	30	4.7	5.1	30	1.5	7	30	2.1	0	30	0.0	1.4	30	0.4
3.Promotable/Transferable Percentage	0	20	0.0	100	20	20.0	0	20	0.0	70	20	14.0	0	20	0.0	10	20	2.0	0	20	0.0	20	20	4.0	0	20	0.0	0	20	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng. Figures																														
7. Other Source (Specify)	9.2	30	2.8	90.8	30	27.2	5.3	30	1.6	58.9	30	17.7	2.1	30	0.6	19.4	30	5.8	1.4	30	0.4	11.1	30	3.3	0.3	30	0.1	1.5	30	0.5
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			16.5			83.5			9.8			57.3			4.5			14.6			2.0			10.5			0.1			1.2

Employment Data - 2000 COS, Vol. 2, Pgs. 40-41, Hartford County Line: Secretaries and Administrative Assistants (436010)

SOC 436010	13190	460	12730	360	10430	50	1360	35	715	15	225
Title	0	0	0	0	0	0	0	0	0	0	0
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%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line: SOC 43.60 June 2019

SOC 43.60	215	93	122	55	70	27	34	11	15	0	3
Title	0	0	0	0	0	0	0	0	0	0	0
Total	215	93	122	55	70	27	34	11	15	0	3
Percentage	100.0%	43.3%	56.7%	25.6%	32.6%	12.6%	15.8%	5.1%	7.0%	0	1.4%

Promotable/Transferable Pool - 07/31/2019

Secretary 1	4	0	4	0	3	0	0	0	1	0	0
Processing Technician	2	0	2	0	1	0	1	0	0	0	0
Secretary 1 (PT)	2	0	2	0	2	0	0	0	0	0	0
Secretary 2 (PT)	2	0	2	0	1	0	0	0	1	0	0
Total	10	0	10	0	7	0	1	0	2	0	0
Percentage	100.0%	0	100.0%	0	70.0%	0	10.0%	0	20.0%	0	0

Workforce Data (CHRO State Agency Report) as of December 2009

Title	4560	418	4142	241	2684	96	883	66	507	15	68
Total	4560	418	4142	241	2684	96	883	66	507	15	68
Percentage	100.0%	9.2%	90.8%	5.3%	58.9%	2.1%	19.4%	1.4%	11.1%	0.3%	1.5%

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA Total, Secretaries and Administrative Assistants (436010)	The hiring area is Hartford County for this job category as most clerical rank positions are filled in closer proximity to the university. Secretary 2 positions are often hired from other state agencies who are already employed as secretary 2 - but presently employed at a lower clerical rank.	20% value weight. Significant decrease as other data is more relevant and accurate of the available workforce (e.g., data from other state agencies).
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2018, Hartford LMA figures line SOC43.60 Secretaries and Administrative Assistants	Department hiring area is Hartford County for this job category; Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	30% value weight. Unemployment figures account for a portion of hires into this category. Increased VW due to accuracy of data.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Secretary 1, Secretary 2 & Processing Technicians	Precise figures for computing racial and sexual composition of persons in promotable positions. Typically positions are filled by hires in this job title; however, promotions do occur from the level of Secretary 1, Processing Technicians and/or PT Secretary 1's & 2's move into full-time positions.	20% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of Secretary 1 & Processing Technicians. Or employees will move from part-time to full-time.
OTHER SOURCE	State agency report created by CHRO - last report date as of December 31, 2009. Added in 2018 Submission.	Many positions in clerical titles are filled by others within the State of CT employment ranks.	30% value weight. Prevalence of applicants from other state agencies is high and this data is more current (2009) than 2000 Census data. Data is more relevant than 2000 Census and therefore more accurately reflects recruitment pool for eligible employees.

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 5 - Technical/Paraprofessional
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	25.1	80	20.1	74.9	80	59.9	18.0	80	14.4	52.8	80	42.2	3.9	80	3.1	12.3	80	9.8	2.2	80	1.8	7.1	80	5.7	1.1	80	0.9	2.6	80	2.1		
2. Unemployment in Applicable LMA	42.7	20	8.5	57.3	20	11.5	25.1	20	5.0	25.6	20	5.1	11.1	20	2.2	14.1	20	2.8	4.0	20	0.8	14.1	20	2.8	2.5	20	0.5	3.5	20	0.7		
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
4.Pop. in the LMA																																
5.Client Pop. Figures																																
6.Educ/Tech Tng Figures																																
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			28.6			71.4			19.4			47.3			5.3			12.6			2.6			8.5			1.4			2.8		

Employment Data - 2000 COS, Vol. 2, Pgs. 32-33 & 40-41, Hartford County Line: Library Technicians (254031) & Other Office and Admin. Support Workers (439000)

SOC 254031	180	80	100	45	100	25	0	10	0	0	0
SOC 439000	15691	3908	11783	2804	8275	595	1960	336	1134	173	414
Total	15871	3988	11883	2849	8375	620	1960	346	1134	173	414
Percentage	100.0%	25.1%	74.9%	18.0%	52.8%	3.9%	12.3%	2.2%	7.1%	1.1%	2.6%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line, June 2019

SOC 13.20	133	70	63	47	39	11	12	7	5	5	7
SOC 25.90	66	15	51	3	12	11	16	1	23	0	0
Total	199	85	114	50	51	22	28	8	28	5	7
Percentage	100.0%	42.7%	57.3%	25.1%	25.6%	11.1%	14.1%	4.0%	14.1%	2.5%	3.5%

Promotable/Transferable Pool - 07/31/2019

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Library Technicians (254031) and Other Office and Admin Support Workers (439000)	The hiring area is Hartford County for this job category as positions at this level are often recruited from areas closer to the university.	80% value weight as paraprofessional positions often require a specialty skill, most often acquired through work experience. Most of these positions are filled by those presently employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Hartford County, figures line SOC 13.20 Financial Specialists and SOC 25.90 Other Education, Training, & Library Occupations.	Department hiring area is Hartford County for this job category as positions at this level are often recruited locally. Unemployment figures are used, however a smaller percentage of positions are filled through the unemployed.	20% value weight. Unemployment figures account for a small % of hires into this category
Promotable/Transferable	There is no promotable/transferable pool identified	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 6 - Skilled Crafts
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	97.6	60	58.6	2.4	60	1.4	78.6	60	47.2	1.8	60	1.1	7.5	60	4.5	0.2	60	0.1	8.9	60	5.3	0.3	60	0.2	2.7	60	1.6	0.1	60	0.1		
2. Unemployment in Applicable LMA	95.8	30	28.7	4.2	30	1.3	56.1	30	16.8	1.3	30	0.4	25.7	30	7.7	2.1	30	0.6	13.5	30	4.1	0.8	30	0.2	0.4	30	0.1	0.0	30	0.0		
3. Promotable/Transferable Percentage	100.0	10	10.0	0.0	10	0.0	71.4	10	7.1	0.0	10	0.0	14.3	10	1.4	0.0	10	0.0	14.3	10	1.4	0.0	10	0.0	0.0	10	0.0	0.0	10	0.0		
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			97.3			2.7			71.1			1.5			13.6			0.7			10.8			0.4			1.7			0.1		

Employment Data - 2000 COS, Vol. 2, Pgs. 41-42, Hartford County Line: Construction Trades Workers

SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
	0	0	0	0	0	0	0	0	0	0	0
Total	14415	14076	339	11330	257	1074	25	1281	39	391	18
Percentage	100.0%	97.6%	2.4%	78.6%	1.8%	7.5%	0.2%	8.9%	0.3%	2.7%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County Line June 2019

SOC 47.20	237	227	10	133	3	61	5	32	2	1	0
SOC	0	0	0	0	0	0	0	0	0	0	0
Total	237	227	10	133	3	61	5	32	2	1	0
Percentage	100.0%	95.8%	4.2%	56.1%	1.3%	25.7%	2.1%	13.5%	0.8%	0.4%	0

Promotable/Transferable Pool - 07/31/2019

General Trades Workers	7	7	0	5	0	1	0	1	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	7	7	0	5	0	1	0	1	0	0	0
Percentage	100.0%	100.0%	0	71.4%	0	14.3%	0	14.3%	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Construction Trades Workers (472000)	The hiring area is Hartford County for this job category. Skilled laborers are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	60% value weight as skilled craft positions at CCSU require relevant and applied experience and specific skills. Most positions are filled by those already employed. Reduced due to Census data being over 20 years old.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019 Hartford LMA figures line SOC 47.20 Construction Trades Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of skilled craft workers at CCSU.	30% value weight as skilled craft positions at CCSU often required relevant experience and specific skills. However, most are filled by those presently employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: General trades workers	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by hires in this job title. Some promotions do occur from general trades workers	10% value weight. Most positions in this category are filled through hires. However, an occasional promotion can occur from general trades workers.
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**EEO 7 - Service Maintenance
Custodian**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	78.5	60	47.1	21.5	60	12.9	46.1	60	27.7	10.5	60	6.3	11.7	60	7.0	3.5	60	2.1	17.7	60	10.6	6.7	60	4.0	3.0	60	1.8	0.7	60	0.4		
2. Unemployment in Applicable LMA	52.0	40	20.8	48.0	40	19.2	22.0	40	8.8	8.0	40	3.2	18.0	40	7.2	12.0	40	4.8	10.0	40	4.0	26.0	40	10.4	2.0	40	0.8	2.0	40	0.8		
3. Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			67.9			32.1			36.5			9.5			14.2			6.9			14.6			14.4			2.6			1.2		

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 38-39, Hartford County Line: Janitors and Building Cleaners (37201x)

SOC 37201X	6088	4778	1310	2805	640	715	215	1075	410	183	45
Title	0	0	0	0	0	0	0	0	0	0	0
Total	6088	4778	1310	2805	640	715	215	1075	410	183	45
Percentage	100.0%	78.5%	21.5%	46.1%	10.5%	11.7%	3.5%	17.7%	6.7%	3.0%	0.7%

Unemployment Data - Characteristics of Job Seekers, Hartford County, June 2019

SOC 37.20	50	26	24	11	4	9	6	5	13	1	1
Title	0	0	0								
Total	50	26	24	11	4	9	6	5	13	1	1
Percentage	100.0%	52.0%	48.0%	22.0%	8.0%	18.0%	12.0%	10.0%	26.0%	2.0%	2.0%

Promotable/Transferable Pool - 07/31/2019

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0								
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Janitors and Building Cleaners (37201x)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	60% value weight as custodian positions at CCSU require relevant (often school environment) exp. Most positions are filled by those already employed. Reduced as census data is over 20 years old.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Hartford LMA figures line SOC 37.20 Building Cleaning and Pest Control Workers.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	40% value weight as custodian positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

**Protective Service
All Titles**

REPORTING DATE:
LABOR MARKET AREA:

**07/31/19
Hartford County**

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF
1. Employment data in the applicable LMA	87.3	60	52.4	12.7	60	7.6	72.6	60	43.6	8.8	60	5.3	8.4	60	5.0	1.3	60	0.8	5.1	60	3.1	2.1	60	1.3	1.1	60	0.7	0.5	60	0.3
2. Unemployment in Applicable LMA	58.1	40	23.2	41.9	40	16.8	30.1	40	12.0	14.0	40	5.6	17.2	40	6.9	17.2	40	6.9	9.7	40	3.9	9.7	40	3.9	1.1	40	0.4	1.1	40	0.4
3.Promotable/Transferable Percentage	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
4.Pop. in the LMA																														
5.Client Pop. Figures																														
6.Educ/Tech Tng Figures																														
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
8. Other Source (Specify)																														
FINAL AVAILABILITY BASE PERCENTAGE			75.6			24.4			55.6			10.9			11.9			7.7			7.0			5.2			1.1			0.7

Employment Data - Connecticut Occupational Statistics, 2000, Vol. 2, Pgs. 36-37, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)

331000	1091	964	127	765	115	150	4	35	4	14	4
333050	1609	1399	210	1195	115	85	30	105	55	14	10
333021	136	112	24	100	20	4	4	4	0	4	0
Total	2836	2475	361	2060	250	239	38	144	59	32	14
Percentage	100.0%	87.3%	12.7%	72.6%	8.8%	8.4%	1.3%	5.1%	2.1%	1.1%	0.5%

Unemployment Data - Characteristics of Job Seekers, Hartford County, June 2019

SOC 33.00	93	54	39	28	13	16	16	9	9	1	1
Title	0	0	0								
Total	93	54	39	28	13	16	16	9	9	1	1
Percentage	100.0%	58.1%	41.9%	30.1%	14.0%	17.2%	17.2%	9.7%	9.7%	1.1%	1.1%

Promotable/Transferable Pool - 07/31/2019

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County Line: First-Line Super./Mgr., Prot. Svc Wrkr (331000), Police Officer (333050) & Detectives & Criminal Invest. (333021)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	60% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments. Reduced due to census being 20 years old.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Hartford LMA figures line SOC 33.00 Protective Service Occupations.	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions of custodians at CCSU.	40% value weight as protective service positions at CCSU require relevant and current experience. Most positions are filled by those already employed, and most often with local police departments.
Promotable/Transferable	There are no promotable positions into this category.	N/A	N/A
OTHER SOURCE			

**CENTRAL CONNECTICUT STATE UNIVERSITY
AVAILABILITY ANALYSIS**

OCCUPATIONAL CATEGORY:
JOB TITLE:

EEO 7 - Service Maintenance
All Titles except Custodians

REPORTING DATE:
LABOR MARKET AREA:

07/31/19
Hartford County

FACTOR	TOTAL MALE			TOTAL FEMALE			WHITE MALE			WHITE FEMALE			BLACK MALE			BLACK FEMALE			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	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW	WF	RS	VW
1. Employment data in the applicable LMA	96.5	60	57.9	3.5	60	2.1	77.3	60	46.4	2.6	60	1.6	7.6	60	4.6	0.3	60	0.2	8.9	60	5.3	0.5	60	0.3	2.6	60	1.6	0.1	60	0.1		
2. Unemployment in Applicable LMA	95.2	20	19.0	4.8	20	1.0	58.5	20	11.7	1.3	20	0.3	22.3	20	4.5	2.2	20	0.4	14.0	20	2.8	0.9	20	0.2	0.4	20	0.1	0.4	20	0.1		
3. Promotable/Transferable Percentage	63.9	20	12.8	36.1	20	7.2	25.0	20	5.0	19.4	20	3.9	8.3	20	1.7	0.0	20	0.0	30.6	20	6.1	16.7	20	3.3	0.0	20	0.0	0.0	20	0.0		
4. Pop. in the LMA																																
5. Client Pop. Figures																																
6. Educ/Tech Tng Figures																																
7. Other Source (Specify)	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0	0.0	0	0.0		
8. Other Source (Specify)																																
FINAL AVAILABILITY BASE PERCENTAGE			89.7			10.3			63.1			5.8			10.8			0.6			14.2			3.8			1.7			0.2		

Employment Data - 2000 COS, Vol. 2, Pgs. 36-37, Hartford County Line: Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)

SOC 371000	883	683	200	500	135	94	25	85	40	4	0
SOC 472000	14415	14076	339	11330	257	1074	25	1281	39	391	18
Total	15298	14759	539	11830	392	1168	50	1366	79	395	18
Percentage	100.0%	96.5%	3.5%	77.3%	2.6%	7.6%	0.3%	8.9%	0.5%	2.6%	0.1%

Unemployment Data - Characteristics of Job Seekers, Hartford County, June 2019

SOC 37.10 (HTFD)	2	1	1	1	0	0	0	0	0	0	1
SOC 47.20 (HTFD)	227	217	10	133	3	51	5	32	2	1	0
Total	229	218	11	134	3	51	5	32	2	1	1
Percentage	100.0%	95.2%	4.8%	58.5%	1.3%	22.3%	2.2%	14.0%	0.9%	0.4%	0.4%

Promotable/Transferable Pool - 07/31/2019

Custodians	36	23	13	9	7	3	0	11	6	0	0
Title	0	0	0								
Total	36	23	13	9	7	3	0	11	6	0	0
Percentage	100.0%	63.9%	36.1%	25.0%	19.4%	8.3%	0	30.6%	16.7%	0	0

OTHER SOURCE

Title	0	0	0	0	0	0	0	0	0	0	0
Title	0	0	0								
Total	0	0	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0	0	0

FACTOR:	SOURCE CONSULTED:	BASIS OF SELECTION: GEOGRAPHICAL AREA/JOB TITLE:	REASONS FOR WEIGHTING THE FACTOR:
Employment data in the Applicable Labor Market Area	Census 2000 EEO Data Tool, Hartford County LMA, Super, Bldg. and Grounds, Cleaning and Maintenance Worker (371000); Construction Trade Workers (472000)	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	60% value weight as these positions at CCSU require relevant (often school environment) experience. Most positions are filled by those already employed.
Unemployment in Applicable Labor Market Area	CT Labor Department "Characteristics of Job Seekers Registered with the CT State Job Service" June 2019, Hartford LMA figures line SOC 37.10 Supervisors of Bldg./Grounds Cleaning & SOC 47.20 Maintenance Workers & Construction Trades Workers	The hiring area is Hartford County for this job category. These positions are most often recruited locally. The titles chosen closely reflect the duties and functions for service maintenance titles at CCSU.	20% value weight as these positions at CCSU require relevant (often school environment) experience. Lower value weight as positions are often filled by those already employed.
Promotable/Transferable	CCSU Workforce Analysis by Job Classification: Custodian	Precise figures for computing racial and sexual composition of persons in promotable positions. Almost all positions are filled by Hires in this job title. Some promotions do occur; typically from the level of custodian	20% value weight. Most positions in this category are filled through hires. However, an occasional promotion does occur from the level of custodian
OTHER SOURCE			

HEO Residence Data Results for Total US

Number of People

Geography	Occupation Census/SOC Code	Sex	Total	White non Hispanic	Hispanic	Black non Hispanic	Al/Nat non Hispanic	Asian non Hispanic	NH or Non Hispanic	Black & White	AIAN & White	AIAN & Black	Asian & White	Balance 2+ Races,
US Total	Education Administrators (023) SOC 11-9030	Total	703600	554040	14385	89740	74920	14565	580	650	1990	625	1075	3560
		Male	276750	223440	14305	26575	16745	5575	205	170	690	170	350	1395
		Female	426850	330600	27950	57165	26575	8990	375	480	1300	455	725	2165

Source: US Census Bureau, Census 2000 special tabulation

US Total 119030

Total
695700

TM
273975

TF
421725

WM
225340

WF
325700

BM
26575

BF
57165

HM
14305

HF
27050

OM
7755

OF
11810

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

Occupation	Total All Races*	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Total Civilian Labor Force	1,757,139	918,028	52.2	838,344	47.7	744,504	42.4	664,979	37.8	62,231	3.5
MGMT., BUSINESS, & FIN. OCCS. (110000)	269,675	159,068	59.0	110,547	41.0	144,168	53.5	96,010	35.6	8,010	1.9
Management Occupations (110001)	176,185	112,949	64.5	62,224	35.5	102,790	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	74.8	6,360	19.7	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)	12,396	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	24.8	0	0.0
Advert., Marketing, Promo., Pub. Rel. (112000)	23,610	13,868	58.7	9,735	41.2	12,820	54.3	8,820	37.4	360	1.5
Advertising & Promotions Mgrs. (112011)	1,495	650	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	35.6	335	1.6
Public Relations Mgrs. (112031)	995	493	49.5	558	56.1	410	41.2	505	50.8	16	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	585	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)	4,676	3,584	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	73.6	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	3.8
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	285	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)	680	509	74.8	170	25.1	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	37.8	45	5.2
Medical & Health Services Mgrs. (119111)	6,200	1,834	29.6	4,368	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	2,875	64.3	1,798	40.2	2,410	53.9	1,610	36.0	100	2.2
Social & Community Service Managers (119151)	3,650	1,109	30.2	2,438	66.7	880	24.8	2,015	55.8	190	5.4
Managers, All Other (119199)	23,440	18,815	80.3	9,629	41.0	16,975	69.7	8,485	29.8	495	1.7
Business & Financial Oper. Occs. (130001)	94,490	48,119	51.0	40,323	42.7	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	48.2	933	2.0
Agents & Bus. Mgrs. of Artists, Etc. (131011)	455	210	46.2	240	52.7	190	41.8	220	48.4	10	2.2
Purch. Agts & Buyers, Farm Prod. (131021)	80	40	50.0	40	50.0	40	50.0	30	37.5	0	0.0
Wholesale & Retail Buyers, Excl. 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, Excl. Wholesale, Retail, Etc. (131023)	4,015	1,887	47.0	2,123	52.9	1,725	43.0	1,960	48.8	80	2.0
Claims Adj., Appr., Examiners, & Invest. (131030)	6,275	2,134	34.0	4,134	65.9	1,865	29.7	3,405	54.3	175	2.8
Compliance Officers, Excl. Agril., 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	36.8	144	1.2
Meeting & Convention Planners (131121)	705	116	16.3	584	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	38.6	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

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

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

Statewide

Black Non-Hispanic		Hispanic in Any Race		All Other Non-Hispanic				Occupation		
Female	%	Male	%	Female	%	Male	%			
76,358	4.3	70,774	4.0	63,532	3.6	40,519	2.3	33,576	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	1.3	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	136	0.4	738	2.2	123	0.4	Top Executives (111000)
60	0.3	285	1.3	60	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	5.3	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	7.5	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	0.8	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	3.8	0	0.0	89	3.8	0	0.0	Engineering Managers (119041)
115	1.5	365	4.7	135	1.7	513	6.8	164	2.1	Food Service Managers (119051)
0	0.0	15	2.8	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	3.8	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	375	3.1	319	1.1	Managers, All Other (119199)
3,737	4.0	1,172	1.2	1,908	1.9	1,530	1.7	1,903	2.0	Business & Financial Oper. Occs. (130001)
2,098	4.6	555	1.2	962	2.1	820	1.8	772	1.7	Business Operations Specialists (131000)
10	2.2	0	0.0	0	0.0	10	2.2	10	2.2	Agents & Bus. Mgrs. of Artists, Etc. (131011)
10	12.5	0	0.0	0	0.0	0	0.0	0	0.0	Purch. Agts & Buyers, Farm Prod. (131021)
94	3.4	29	1.0	80	2.9	39	1.4	24	0.9	Wholesale & Ref. Buyers, Excl. Farm Prod. (131022)
95	2.4	34	0.8	34	0.8	48	1.2	34	0.8	Purch. Agts, Excl. Wholesale, Ref., 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, Excl. Agril., 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	1.3	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	848	1.7	760	1.6	1,131	2.3	Financial Specialists (132000)
985	3.5	385	1.2	465	1.7	404	1.4	819	2.9	Accountants & Auditors (132011)
1	0.7	4	0.3	0	0.0	10	0.7	0	0.0	Appraisers & Assessors of Real Estate (132021)

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

Statewide

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	% Female	%	%	Male	% Female	%	%	Male	%
Physical Scientists (192000)	6,465	4,242	65.8	2,216	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	65.8	844	34.5	1,376	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	776	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	776	45.5	4	0.2
Psychologists (193030)	3,410	1,235	36.2	2,175	63.9	1,110	32.6	2,080	60.5	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	793	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	865	46.2	40	2.2
Community & Social Services Occs. (210001)	27,980	9,800	35.0	18,178	65.0	7,190	25.7	13,020	46.5	1,674	5.6
Counselors, Soc. Workers, & Others (211000)	23,000	8,472	28.1	14,523	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	3,323	66.8	1,653	33.2	2,770	55.6	1,455	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	69.8	225	21.7	615	59.4	40	3.9
Legal Occupations (230001)	23,480	12,475	53.2	10,995	46.9	11,725	50.0	9,535	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)	14,810	10,702	73.3	3,908	26.7	10,170	69.6	3,420	23.4	225	1.6
Judges, Magistrates, & Other Jud. Wrks (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	0.6
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	23,877	21.6	87,783	78.9	24,895	22.6	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	805	0.9
Preschool & Kindergarten Teachers (252010)	7,100	219	3.1	6,879	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	7,399	57.8	5,135	40.2	6,816	53.3	115	0.9
Special Education Teachers (252040)	3,665	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	2,975	77.6	0	0.0
Library Technicians (254031)	895	305	34.1	593	66.3	235	26.3	635	59.8	40	4.6
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		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	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	76	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	1.8	25	0.7	45	1.3	65	1.9	48	1.4	Psychologists (193030)
0	0.0	0	0.0	0	0.0	4	1.1	4	1.1	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	10.6	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)
1,516	13.9	306	2.8	965	8.8	54	0.5	164	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	298	1.3	306	1.3	Legal Occupations (230001)
249	1.6	65	0.4	155	1.0	258	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	1.6	Judges, Magistrates, & Other Jud. Wrks (231020)
385	4.9	49	0.6	315	4.0	40	0.5	154	2.0	Legal Support Workers (232000)
305	5.5	25	0.4	220	4.0	15	0.3	109	2.0	Paralegals & Legal Assistants (232011)
80	3.4	24	1.0	95	4.1	25	1.1	45	1.9	Miscellaneous Legal Support Workers (232090)
4,218	3.3	1,144	1.1	3,719	3.4	1,344	1.2	2,288	2.1	Education, Training, & Library Occs. (260001)
399	2.5	385	2.4	405	2.5	869	5.4	677	4.2	Postsecondary Teachers (251000)
1,909	2.9	419	0.5	1,660	2.5	209	0.3	941	1.4	Primary, Sec. & Special Ed. Teachers (252000)
465	6.5	74	1.0	406	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)
80	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)
160	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 Wrks (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	46	1.3	35	1.0	24	0.7	62	1.8	Artists & Related Workers (271010)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Designers (271020)	12,420	5,574	44.9	6,845	55.1	5,050	40.7	6,315	50.8	175	1.4
Entertainers & Perf., Sports & Rel. Wkrs. (272000)	7,925	5,060	63.8	2,830	35.7	4,370	55.1	2,070	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, & Ref. Wkrs (272020)	3,190	2,235	70.1	948	29.7	1,915	60.0	920	28.8	155	4.9
Dancers & Choreographers (272030)	155	60	32.3	98	63.2	60	32.3	90	58.1	0	0.0
Musicians, Singers, & Rel. Workers (272040)	2,045	1,258	61.5	778	38.0	1,095	53.6	760	37.2	85	4.2
Ent. & Perf., Sports & Rel. Wkrs, All Other (272050)	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	51.8	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	49	7.9
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	80	23.1	285	73.1	60	15.4	0	0.0
EG & Sound Engrng. 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)	85,525	21,547	25.2	64,047	74.8	18,134	21.2	55,190	64.5	855	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)	515	430	83.3	84	16.3	430	83.3	84	16.3	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	1,190	49.7	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	2,113	6.3	31,220	93.7	1,660	5.0	27,810	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	86.6	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	4.6	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. (292000)	1,160	559	49.1	584	50.3	505	43.5	435	37.5	50	4.3

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Black Non-Hispanic		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
160	1.3	160	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. Wkrs. (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	2.3	10	0.3	Athletes, Coaches, Umpis, & Ref. Wkrs (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. Wkrs, All Other (272099)
183	1.8	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	1.0	0	0.0	20	1.8	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	60	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	2.5	30	7.7	10	2.8	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	907	0.9	1,818	2.1	1,760	2.0	2,796	3.3	Healthcare Practitioners & Tech. Occs. (290001)
2,184	3.8	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	55	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	0.8	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	5.6	Physicians & Surgeons (291060)
20	2.0	40	4.1	55	5.8	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)
85	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 (292081)
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)
0	7.8	14	1.2	20	1.7	0	0.0	39	3.4	Other Healthcare Pract. & Tech. Occs. (292000)

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

Hartford County

Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Physical Scientists (192000)	776	578	74.6	195	25.2	480	61.9	130	16.8	0	0.0
Astronomers & Physicists (192010)	45	39	86.7	10	22.2	25	55.6	10	22.2	0	0.0
Atmospheric & Space Scientists (192021)	25	25	100.0	0	0.0	25	100.0	0	0.0	0	0.0
Chemists & Materials Scientists (192030)	280	215	76.8	60	21.4	185	66.1	30	10.7	0	0.0
Environ. Scientists & Geoscientists (192040)	195	144	73.8	50	25.6	125	64.1	40	20.5	0	0.0
Physical Scientists, All Other (192099)	230	165	71.7	75	32.6	120	52.2	50	21.7	0	0.0
Social Scientists & Related Workers (193000)	1,300	535	41.2	768	59.1	505	38.8	729	56.1	18	1.4
Economists (193011)	65	45	69.2	20	30.8	45	69.2	20	30.8	0	0.0
Market & Survey Researchers (193020)	300	114	38.0	189	63.0	110	36.7	175	58.3	4	1.3
Psychologists (193030)	815	303	37.2	510	62.8	285	35.0	485	59.5	10	1.2
Urban & Regional Planners (193051)	40	35	87.5	4	10.0	35	87.5	4	10.0	0	0.0
Misc. Soc. Scientists, Incl. Sociologists (1930XX)	80	38	47.5	45	56.3	30	37.5	45	56.3	4	5.0
Life, Physical, & Soc. Science Techns. (194000)	460	193	42.0	262	57.0	175	38.0	198	43.0	4	0.9
Agric. & Food Science Technicians (194011)	25	20	80.0	4	16.0	10	40.0	4	16.0	0	0.0
Biological Technicians (194021)	15	10	66.7	4	26.7	10	66.7	4	26.7	0	0.0
Chemical Technicians (194031)	95	85	89.5	10	10.5	85	89.5	10	10.5	0	0.0
Geological & Petroleum Technicians (194041)	15	15	100.0	0	0.0	15	100.0	0	0.0	0	0.0
Misc. Life, Phy., & Soc. Sci. Techns. (1940XX)	310	63	20.3	244	78.7	55	17.7	180	58.1	4	1.3
Community & Social Services Occs. (210001)	7,510	2,647	35.2	4,855	64.6	1,740	23.2	3,310	44.1	545	7.3
Counselors, Soc. Workers, & Others (211000)	6,100	1,733	28.4	4,352	71.3	980	16.1	2,866	47.0	450	7.4
Counselors (211010)	2,230	770	34.5	1,459	65.4	490	22.0	1,070	48.0	195	8.7
Social Workers (211020)	2,890	639	22.1	2,243	77.6	280	9.7	1,470	50.9	190	6.6
Misc. Comm. & Soc. Serv. Specialists (211090)	980	324	33.1	650	66.3	210	21.4	325	33.2	65	6.6
Religious Workers (212000)	1,410	914	64.8	503	35.7	760	53.9	445	31.6	95	6.8
Clergy (212011)	955	779	81.6	183	19.2	645	67.6	165	17.3	75	7.9
Directors, Religious Activities & Educa. (212021)	95	25	26.3	70	73.7	25	26.3	70	73.7	0	0.0
Religious Workers, All Other (212099)	360	110	30.6	250	69.4	90	25.0	210	58.3	20	5.6
Legal Occupations (230001)	6,360	3,147	49.5	3,201	50.3	2,900	45.6	2,750	43.2	140	2.2
Lawyers, Judges, & Related Workers (231000)	4,115	2,839	69.0	1,276	31.0	2,655	64.5	1,060	25.6	105	2.6
Lawyers (231011)	3,880	2,719	70.1	1,163	30.0	2,535	65.3	955	24.6	105	2.7
Judges, Magistrates, & Other Jud. Wrks (231020)	235	120	51.1	113	48.1	120	51.1	96	40.4	0	0.0
Legal Support Workers (232000)	2,245	308	13.7	1,925	85.7	245	10.9	1,700	76.7	35	1.6
Paralegals & Legal Assistants (232011)	1,590	100	6.3	1,488	93.6	90	5.7	1,295	81.4	10	0.6
Miscellaneous Legal Support Workers (232090)	655	208	31.8	437	66.7	155	23.7	405	61.8	25	3.8
Education, Training, & Library Occs. (250001)	25,165	6,403	25.4	18,729	74.4	5,395	21.4	15,665	62.2	478	1.9
Postsecondary Teachers (251000)	3,505	1,830	52.2	1,669	47.6	1,340	38.2	1,480	42.2	105	3.0
Primary, Sec. & Special Ed. Teachers (252000)	15,995	3,428	21.4	11,649	73.4	3,035	19.0	10,210	64.2	164	1.0
Preschool & Kindergarten Teachers (252010)	1,780	89	5.0	1,684	94.6	60	3.4	1,315	73.9	4	0.2
Elementary & Middle School Teachers (252020)	9,870	1,970	20.0	7,892	79.9	1,750	17.7	6,800	68.9	100	1.0
Secondary School Teachers (252030)	2,870	1,244	43.3	1,623	56.6	1,140	39.7	1,490	51.9	40	1.4
Special Education Teachers (252040)	775	125	16.1	650	83.9	95	12.3	605	78.1	20	2.6
Other Teachers & Instructors (253000)	2,025	728	36.0	1,300	64.2	615	30.4	1,055	52.1	89	4.4
Librarians, Curators, & Archivists (254000)	1,265	248	19.6	1,002	79.2	180	14.2	935	73.9	50	4.0
Archivists, Curators, & Museum Techns. (254010)	170	65	38.2	104	61.2	40	23.5	100	58.8	25	14.7
Librarians (254021)	910	103	11.3	798	87.7	95	10.4	735	80.8	0	0.0
Library Technicians (254031)	185	80	43.2	100	54.1	45	24.3	100	54.1	25	13.5
Other Educ., Training, & Library Occs. (259000)	3,275	369	11.3	2,909	88.8	225	6.9	1,985	60.8	70	2.1
Teacher Assistants (259041)	3,085	294	9.5	2,794	90.6	165	5.3	1,885	61.1	55	1.8
Other Educ., Training, & Library Wrks (2590XX)	190	75	39.5	115	60.5	60	31.6	100	52.6	15	7.9
Arts, Des., Entert., Sports, & Media Occs. (270001)	7,705	4,194	54.4	3,498	45.4	3,709	48.1	3,049	39.6	253	3.3
Art & Design Workers (271000)	2,615	1,201	45.9	1,403	53.7	1,075	41.1	1,270	48.6	64	2.4
Artists & Related Workers (271010)	500	237	47.4	263	52.6	225	45.0	225	45.0	4	0.8

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

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Hartford County

Black Non-Hispanic		Hispanic In Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
15	1.9	18	2.3	40	5.2	80	10.3	10	1.3	Physical Scientists (192000)
0	0.0	4	8.9	0	0.0	10	22.2	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)
0	0.0	10	3.6	30	10.7	20	7.1	0	0.0	Chemists & Materials Scientists (192030)
0	0.0	4	2.1	10	5.1	15	7.7	0	0.0	Environ. Scientists & Geoscientists (192040)
15	6.6	0	0.0	0	0.0	35	15.2	10	4.3	Physical Scientists, All Other (192099)
25	1.9	8	0.5	14	1.1	4	0.3	0	0.0	Social Scientists & Related Workers (193000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Economists (193011)
10	3.3	0	0.0	4	1.3	0	0.0	0	0.0	Market & Survey Researchers (193020)
15	1.8	8	1.0	10	1.2	0	0.0	0	0.0	Psychologists (193030)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Urban & Regional Planners (193051)
0	0.0	0	0.0	0	0.0	4	0.0	0	0.0	Anthropologists, Incl. Sociologists (1930XX)
45	9.8	10	2.2	4	0.9	4	0.9	15	3.3	Life, Physical, & Soc. Science Techns. (194000)
0	0.0	10	40.0	0	0.0	0	0.0	0	0.0	Agric. & Food Science Technicians (194011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Biological Technicians (194021)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Chemical Technicians (194031)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Geological & Petroleum Technicians (194041)
45	14.5	0	0.0	4	1.3	4	1.3	15	4.3	Misc. Life, Phy., & Soc. Sci. Techns. (1940XX)
828	11.0	278	3.7	624	8.3	34	1.1	93	1.2	Community & Social Services Occs. (210001)
824	13.5	264	4.3	610	10.0	39	0.6	53	0.9	Counselors, Soc. Workers, & Others (211000)
260	11.7	50	2.2	125	5.6	35	1.6	4	0.2	Counselors (211010)
389	18.5	165	5.7	350	12.1	4	0.1	34	1.2	Social Workers (211020)
175	17.9	49	5.0	135	13.8	0	0.0	15	1.5	Misc. Comm. & Soc. Serv. Specialists (211090)
4	0.3	14	1.0	14	1.0	45	3.2	40	2.8	Religious Workers (212000)
4	0.4	14	1.5	4	0.4	45	4.7	10	1.0	Clergy (212011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Directors, Religious Activities & Educa. (212021)
0	0.0	0	0.0	10	2.8	0	0.0	30	3.3	Religious Workers, All Other (212099)
228	3.6	44	0.7	134	2.1	63	1.0	89	1.4	Legal Occupations (230001)
104	2.6	20	0.6	45	1.1	59	1.4	77	1.9	Lawyers, Judges, & Related Workers (231000)
100	2.6	20	0.6	45	1.2	59	1.6	63	1.6	Lawyers (231011)
4	1.7	0	0.0	0	0.0	0	0.0	14	6.0	Judges, Magistrates, & Other Jud. Wrks (231020)
124	5.5	24	1.1	89	4.0	4	0.2	12	0.5	Legal Support Workers (232000)
120	7.5	0	0.0	65	4.1	0	0.0	8	0.5	Paralegals & Legal Assistants (232011)
4	0.6	24	3.7	24	3.7	4	0.6	4	0.6	Miscellaneous Legal Support Workers (232090)
1,134	4.5	378	1.5	1,414	5.6	182	0.8	516	2.1	Education, Training, & Library Occs. (250001)
145	4.1	110	3.1	95	2.7	75	2.1	149	4.3	Postsecondary Teachers (251000)
509	3.4	180	1.2	690	4.6	49	0.3	240	1.8	Primary, Sec. & Special Ed. Teachers (252000)
140	7.9	25	1.4	165	9.3	10	0.6	64	3.6	Preschool & Kindergarten Teachers (252010)
324	3.4	105	1.1	430	4.4	15	0.2	138	1.4	Elementary & Middle School Teachers (252020)
45	1.6	40	1.4	60	2.1	24	0.8	28	1.0	Secondary School Teachers (252030)
0	0.0	10	1.3	35	4.5	0	0.0	10	1.3	Special Education Teachers (252040)
115	5.7	14	0.7	85	4.7	10	0.5	35	1.7	Other Teachers & Instructors (253000)
10	0.8	14	1.1	24	1.9	4	0.3	33	2.6	Librarians, Curators, & Archivists (264000)
0	0.0	0	0.0	0	0.0	0	0.0	4	2.4	Archivists, Curators, & Museum Techns. (264010)
10	1.1	4	0.4	24	2.6	4	0.4	29	3.2	Librarians (264021)
0	0.0	10	5.4	0	0.0	0	0.0	0	0.0	Library Technicians (264031)
355	10.8	60	1.8	510	15.6	14	0.4	59	1.8	Other Educa., Training, & Library Occs. (269000)
340	11.0	60	1.9	510	16.5	14	0.5	59	1.9	Teacher Assistants (269041)
15	7.9	0	0.0	0	0.0	0	0.0	0	0.0	Other Educa., Training, & Library Wrks (2690XX)
164	2.1	129	1.7	189	2.5	103	1.3	94	1.2	Arts, Des., Entert., Sports, & Media Occs. (270001)
70	2.7	15	0.8	45	1.7	47	1.8	18	0.7	Art & Design Workers (271000)
20	4.0	0	0.0	0	0.0	8	1.8	8	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	%
SERVICE OCCUPATIONS (310000)	63,176	28,293	44.8	34,801	55.1	17,764	28.1	22,424	35.5	4,303	6.8
Healthcare Support Occupations (310001)	10,940	1,468	13.4	9,457	86.4	710	6.5	5,060	46.3	515	4.7
Nursing, Psych., & Home Health Aides (311000)	7,840	964	12.6	6,874	87.4	440	5.8	2,896	37.9	360	4.7
Nursing, Psych., & Home Health Aides (311010)	7,840	964	12.6	6,874	87.4	440	5.8	2,896	37.9	360	4.7
Occ. & Phys. Therapist Assistants & 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	6.8
Dental Assistants (319001)	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	1,790	81.7	190	8.6	1,300	59.0	135	6.1
Protective Service Occupations (330001)	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	160	13.8
First-Line Super./Mgrs. of Correc. Offs (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. Wrks, All Other (331099)	400	315	78.8	82	20.5	205	51.3	70	17.5	65	21.3
Fire Fighting & Prevention Workers (332000)	735	725	98.6	10	1.4	665	90.9	70	9.5	65	8.8
Fire Fighters (332011)	715	705	98.6	10	1.4	635	88.8	80	11.2	65	8.8
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
Balliffs, Correctional Officers, & Jailers (333010)	1,045	864	82.7	184	17.6	565	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	2.7
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. Wrks (33909X)	650	460	70.8	190	29.2	380	58.5	110	16.9	15	2.3
Food Prep. & Serving-Rel. Occupations (350001)	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. Wrks (351000)	2,670	1,684	63.1	879	32.8	1,200	45.0	680	25.5	175	6.5
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	3,500	58.0	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	1,100	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., Cafe, Food Cono., 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	76.8	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	160	38.1	35	8.4
Other Food Prep. & Serv. Rel. Workers (359000)	2,365	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)	480	59	12.3	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
Bldg & Grounds Cleaning & Maint. Occs. (370001)	12,595	8,478	67.3	4,043	32.3	5,190	41.4	2,029	16.2	1,174	9.4
Super., Bldg & Grnds Clean & Maint. Wrks (371000)	890	683	76.7	200	22.5	600	68.2	135	15.2	94	10.6
First-Line Super./Mgrs. of Housekeeping Etc. (371011)	670	399	59.6	270	40.3	240	35.8	105	15.7	90	13.4
First-Line Super./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	1,555	2.5	SERVICE OCCUPATIONS (310000)
2,755	25.2	170	1.0	1,255	11.5	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	3.3	673	5.0	213	2.5	150	1.9	70	0.8	Protective Service Occupations (320001)
4	0.4	35	3.2	4	0.4	14	1.3	4	0.4	First-Line Super./Mgr., Protective Serv. Wrks (331000)
0	0.0	10	7.4	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Correct Offs (331011)
0	0.0	0	0.0	0	0.0	4	1.1	0	0.0	First-Line Super./Mgrs. of Police & Det. (331012)
0	0.0	10	5.6	0	0.0	0	0.0	0	0.0	First-Line Super./Mgrs. of Fire Fighters (331021)
4	1.0	15	3.8	4	1.0	10	2.5	4	1.0	Super., Protect. Serv. Wrks, All Other (331099)
0	0.0	75	10.2	0	0.0	10	1.4	0	0.0	Fire Fighting & Prevention Workers (332000)
0	0.0	75	10.5	0	0.0	10	1.4	0	0.0	Fire Fighters (332011)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Fire Inspectors (332020)
109	3.9	189	6.8	95	3.4	37	1.3	24	0.9	Law Enforcement Workers (333000)
75	7.2	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	0.8	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	13.5	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. Wrks (33909X)
1,005	5.2	1,778	9.2	1,254	6.5	745	3.8	535	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. Wrks (351000)
25	2.4	115	11.1	0	0.0	109	10.5	30	2.9	Chefs & Head Cooks (351011)
85	5.5	60	3.9	125	8.1	25	1.6	34	2.2	First-Line Super./Mgrs. of Food Workers (351012)
250	4.1	1,070	17.7	385	6.4	350	5.8	183	3.0	Cooks & Food Preparation Workers (352000)
120	3.0	755	18.7	195	4.8	305	7.6	148	3.7	Cooks (352010)
130	8.5	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	Barenders (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	7.8	35	4.9	80	11.1	15	2.1	15	2.1	Counter Attend., Caf�, Food Conc., Etc. (353022)
260	4.8	150	2.8	370	6.9	95	1.8	210	3.9	Waiters & Waitresses (353031)
40	9.8	4	1.0	19	4.6	0	0.0	10	2.4	Food Servers, Non-restaurant (353041)
180	7.8	225	9.6	160	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)
755	6.1	1,830	14.6	1,075	8.6	282	2.2	174	1.4	Bldg & Grounds Cleaning & Maint. Occs. (370001)
25	2.8	85	9.8	40	4.5	4	0.4	0	0.0	Super., Bldg & Grnds Clean & Maint. Wrks (371000)
25	4.4	65	11.4	40	7.0	4	0.7	0	0.0	First-Line Supr./Mgrs. of Housekeeping Etc. (371011)
0	0.0	20	6.3	0	0.0	0	0.0	0	0.0	First-Line Supr./Mgrs. of Landscaping, Etc. (371012)

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Occupation	Total All Races *	Total Civilian Labor Force				White Non-Hispanic ¹				Black Non-Hispanic	
		Male	%	Female	%	Male	%	Female	%	Male	%
Building Cleaning & Pest Control Workers (372000)	9,280	5,518	59.5	3,768	40.5	3,080	33.2	1,824	19.7	870	9.4
Molds & 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	540	10.5	715	11.7
Pest Control Workers (372021)	100	98	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
<i>Personal Care & Service Occupations (390001)</i>	<i>11,890</i>	<i>2,494</i>	<i>21.0</i>	<i>9,371</i>	<i>78.8</i>	<i>1,714</i>	<i>14.4</i>	<i>6,800</i>	<i>57.2</i>	<i>268</i>	<i>2.3</i>
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./Mgns. of Gaming Workers (391010)	65	69	69.4	25	29.4	55	64.7	25	29.4	0	0.0
First-Line Super./Mgns. of Pers. Serv. Wkrs (391021)	390	168	43.1	153	39.2	115	29.5	120	30.8	4	1.0
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 Wkrs (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
Hairstylists, 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	125	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	23,670	48.8	21,260	43.9	17,854	36.9	1,498	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./Mgns. of Ret. Sales Wkrs (411011)	7,575	4,805	63.4	2,769	36.4	4,100	54.1	2,230	29.4	270	3.6
First-Line Sup./Mgns. Non-Ret Sales Wkrs (411012)	4,495	2,603	57.9	1,884	41.9	2,430	54.1	1,035	23.4	69	1.5
Retail Sales Workers (412000)	20,900	8,405	40.2	12,487	59.7	6,315	30.2	8,530	40.8	830	4.0
Cashiers (412010)	9,450	2,609	27.6	6,839	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	5,363	49.6	5,424	50.3	4,270	39.6	4,265	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)	2,975	1,365	45.9	1,325	44.5	1,215	40.8	1,100	37.0	95	3.2
Securities, Comm., & Fin. Serv. Sales Agts (413031)	990	648	65.4	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	568	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	8.8	625	20.3	45	1.5	129	4.2	Males & Housekeeping Cleaners (372012)
215	3.5	1,075	17.6	410	8.7	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	375	2.7	921	7.7	195	1.8	498	4.2	Personal Care & Service Occupations (390001)
4	1.0	8	1.9	4	1.0	45	10.8	25	6.0	Super, Personal Care & Service Workers (391000)
0	0.0	4	4.7	0	0.0	0	0.0	0	0.0	First-Line Super./Mgns. of Gaming Workers (391010)
4	1.2	4	1.2	4	1.2	45	13.6	25	7.6	First-Line Super./Mgns. of Pers. Serv. Wrks (391021)
0	0.0	29	6.4	25	5.5	8	1.8	14	3.1	Animal Care & Service Workers (392000)
0	0.0	0	0.0	0	0.0	4	8.9	0	0.0	Animal Trainers (392011)
0	0.0	29	7.1	25	6.1	4	1.0	14	3.4	Non-farm Animal Caretakers (392021)
85	8.6	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	7.8	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	2,488	5.1	887	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	3.5	139	1.8	First-Line Super./Mgns. of Ret. Sales Wrks (411011)
120	2.7	70	1.6	95	2.1	34	0.8	34	0.8	First-Line Sup./Mgns., Non-Ret Sales Wrks (411012)
1,484	7.1	854	4.2	1,890	9.0	375	1.8	563	2.7	Retail Sales Workers (412000)
980	10.4	385	4.1	1,380	14.8	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)
84	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	%	Female	%	Male	%	Female	%	Male	%
Real Estate Brokers & Sales Agents (419020)	2,035	885	43.5	1,146	56.3	850	41.3	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	165	31.8	15	3.1
Door-To-Door Sales Workers & Rel Wrks (419091)	620	363	58.5	255	42.7	275	44.4	195	31.5	29	4.7
Sales & Related Workers, All Other (419099)	650	294	45.2	350	55.4	280	43.1	310	47.7	0	0.0
OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)	73,335	10,099	28.0	54,214	73.9	19,080	13.7	41,382	56.4	2,769	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./Mgns., 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	92.6	75	5.5	1,080	79.7	25	1.8
Bookkeeping, Acctg., & 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	764	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	9,605	69.9	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	79.5	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)	600	135	27.0	369	73.8	95	19.0	240	48.0	16	3.0
Library Assistants, Clerical (434121)	500	48	9.6	450	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., Excl. 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	2,689	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
Counters & Messengers (435021)	805	699	86.8	108	13.4	420	52.2	90	11.2	140	17.4
Dispatchers (435030)	825	389	47.1	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	265	45.7	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
Weights, 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	3,905	24.9	11,783	75.1	2,804	17.9	8,275	62.7	595	3.8

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Black Non-Hispanic		Hispanic In Any Race		All Other Non-Hispanic		Occupation		
Female	%	Male	%	Female	%	Male	%	
30	1.5	25	1.2	30	1.5	0	0.0	Real Estate Brokers & Sales Agents (419020)
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	Telemarketers (419041)
30	4.8	45	7.3	25	4.0	14	2.3	Door-To-Door Sales Workers & Rel Wrks (419091)
40	6.2	4	0.6	10	1.6	10	1.6	Sales & Related Workers, All Other (419099)
7,114	9.7	1,816	2.5	4,092	6.6	814	1.1	OFFICE & ADMIN. SUPPORT OCCUPATIONS (430000)
310	5.1	176	2.9	240	3.9	160	2.6	Super., Office & Admin. Support Workers (431000)
310	5.1	176	2.9	240	3.9	160	2.6	First-Line Sup./Mgns., Admin. Support Wrks (431011)
50	14.1	0	0.0	34	9.6	10	2.8	Communications Equipment Operators (432000)
15	8.1	0	0.0	14	7.6	0	0.0	Switchboard Operators, Incl. Ans. Service (432011)
35	21.9	0	0.0	20	12.6	10	6.3	Telephone Operators (432021)
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	Financial Clerks (433000)
75	13.0	0	0.0	35	6.1	10	1.7	Bill & Account Collectors (433011)
100	7.4	0	0.0	60	4.4	0	0.0	Billing & Posting Clerks & Machine Oper. (433021)
520	8.7	19	0.3	255	4.2	64	0.9	Bookkeeping, Acctg., & Auditing Clerks (433031)
4	11.4	0	0.0	4	11.4	0	0.0	Gaming Cage Workers (433041)
70	8.4	0	0.0	65	7.8	0	0.0	Payroll & Timekeeping Clerks (433051)
4	2.7	0	0.0	14	9.3	0	0.0	Procurement Clerks (433061)
154	12.1	20	1.6	100	7.8	8	0.6	Tellers (433071)
1,833	11.6	320	2.0	1,042	6.6	119	0.8	Information & Record Clerks (434000)
10	22.2	0	0.0	4	8.9	0	0.0	Brokerage Clerks (434011)
25	17.2	4	2.8	0	0.0	0	0.0	Court, Municipal, & License Clerks (434031)
45	20.0	0	0.0	20	8.9	0	0.0	Credit Authorizers, Checkers, & Clerks (434041)
845	12.0	140	1.8	490	8.2	60	0.8	Customer Service Representatives (434051)
50	21.7	4	1.7	15	6.6	4	1.7	Eligibility Interviewers, Govt. Programs (434061)
80	9.2	15	1.7	80	9.2	10	1.1	File Clerks (434071)
45	22.6	4	2.0	24	12.0	0	0.0	Hotel, Motel, & Resort Desk Clerks (434081)
50	10.0	10	2.0	65	13.0	15	3.0	Interviewers, Except Eligibility & Loan (434111)
65	13.0	14	2.8	10	2.0	0	0.0	Library Assistants, Clerical (434121)
40	20.0	0	0.0	15	7.5	0	0.0	Loan Interviewers & Clerks (434131)
20	33.3	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	Human Res. Assists, Exc. Payroll Etc. (434161)
284	8.0	25	0.7	250	7.0	10	0.3	Receptionists & Information Clerks (434171)
105	19.1	29	5.3	30	5.5	0	0.0	Reserv. & Transp. Ticket Agts & Trav Clerks (434181)
15	7.0	0	0.0	4	1.9	0	0.0	Information & Record Clerks, All Other (434199)
50	9.1	65	11.8	35	6.4	20	3.6	Correspondence Clerks & Order Clerks (434XXX)
674	5.7	911	7.7	394	3.3	275	2.3	Material Recording, Scheduling, Etc. (435000)
20	21.1	4	4.2	0	0.0	0	0.0	Cargo & Freight Agents (435011)
4	0.5	114	14.2	4	0.5	25	3.1	Couriers & Messengers (435021)
50	6.1	25	3.0	10	1.2	0	0.0	Dispatchers (435030)
0	0.0	4	10.0	0	0.0	0	0.0	Meter Readers, Utilities (435041)
120	20.7	25	4.3	14	2.4	20	3.4	Postal Service Clerks (435051)
105	8.1	85	6.5	8	0.6	25	1.9	Postal Service Mail Carriers (435062)
90	13.3	10	1.5	54	8.0	15	2.2	Postal Service Mail Sorters, Processors, Etc. (435063)
45	3.7	30	2.5	39	3.2	18	1.5	Production, Planning, & Expediting Clerks (435061)
55	2.6	265	12.4	85	4.0	23	1.1	Shipping, Receiving, & Traffic Clerks (435071)
175	4.3	345	8.5	180	4.4	134	3.3	Stock Clerks & Order Fillers (435081)
10	6.3	4	2.5	0	0.0	15	9.4	Weighers, Measurers, Checkers, Etc. (435111)
1,360	10.3	35	0.3	715	5.4	15	0.1	Secretaries & Administrative Assistants (436000)
1,360	10.3	35	0.3	715	5.4	15	0.1	Secretaries & Administrative Assistants (436010)
1,960	12.5	336	2.1	1,134	7.2	173	1.1	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	%
Computer Operators (439011)	1,485	808	54.4	674	45.4	560	37.0	445	30.0	165	11.1
Data Entry Keyers (439021)	2,555	594	23.2	1,955	76.5	450	17.8	1,185	46.4	80	3.1
Word Processors & Typists (439022)	485	26	5.2	464	95.7	15	3.1	305	62.9	10	2.1
Desktop Publishers (439031)	20	16	76.0	4	20.0	16	76.0	0	0.0	0	0.0
Insurance Claims & Policy Proc. Clerks (439041)	2,240	518	23.1	1,720	76.5	475	21.2	1,325	59.2	35	1.6
Mail Clerks & Mail Mach Oper., Excl. 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	84.8	625	11.0	3,670	64.4	110	1.9
Office Machine Operators, Excl. 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	65	45.8	65	54.2	25	20.8	50	41.7	30	25.0
Office & Adm. Support Workers, All Other (439199)	1,720	440	26.1	1,263	73.4	350	20.3	920	53.6	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 Wkrs (451000)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	0.0
First-Line Sup./Mgns. of Farming, Etc. (451010)	70	39	55.7	24	34.3	15	21.4	0	0.0	0	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. Wkrs, 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)	17,629	17,085	97.5	424	2.4	13,904	78.3	317	1.8	1,258	7.2
Super., Construction & Extraction Workers (471000)	2,135	2,083	97.6	60	2.3	1,890	88.5	50	2.3	85	4.0
First-Line Sup./Mgns. of Constr & Extr. Wkrs (471011)	2,135	2,083	97.6	60	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)	516	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	1.5	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)	1,825	1,805	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)	640	535	83.6	4	0.7	475	83.0	4	0.7	35	6.5
Iron & Steel Workers (472XXX)	280	244	87.1	14	5.0	185	66.1	10	3.6	40	14.3
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)	640	607	94.8	25	3.9	605	94.5	10	1.6	89	13.9
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		Hispanic in Any Race				All Other Non-Hispanic				Occupation
Female	%	Male	%	Female	%	Male	%	Female	%	
116	7.7	54	3.8	85	5.7	99	2.8	29	2.0	Computer Operators (439011)
495	19.4	49	1.9	205	8.0	15	0.8	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	60	2.2	0	0.0	45	2.0	Insurance Claims & Policy Pro. Clerks (439041)
85	9.0	75	7.9	160	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	25.5	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./Mgns. of Farming, Etc. (451010)
0	0.0	185	27.2	79	11.6	10	1.5	0	0.0	Agricultural Workers (452000)
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Agricultural Inspectors (452011)
0	0.0	0	0.0	4	40.0	10	100.0	0	0.0	Graders & Sorters, Agricultural Products (452041)
0	0.0	185	28.0	75	11.4	0	0.0	0	0.0	Misc. Agric. 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./Mgns. 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	0.8	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., Cell. 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	Pipefitters, 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)



Connecticut Labor Force Data for Affirmative Action Plans

2nd Quarter - 2019

*"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 2nd Quarter 2019

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 2nd Quarter 2019

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Estimated Minority and Women Unemployed

June 2019

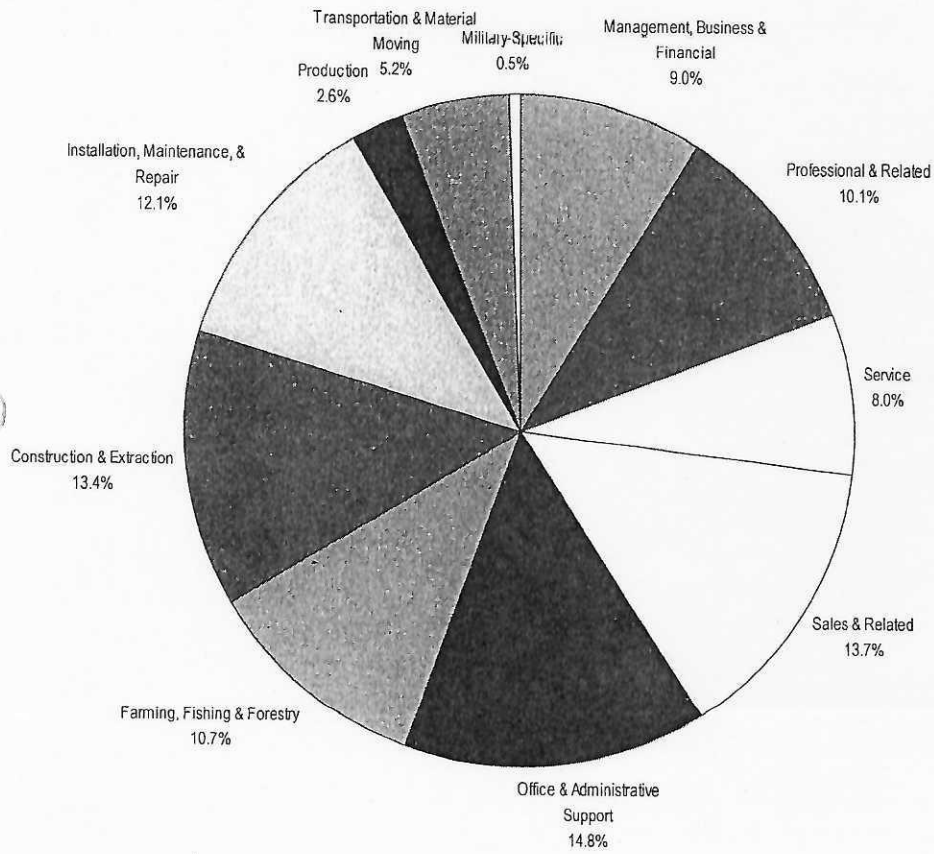
LABOR MARKET	TOTAL			MINORITY UNEMPLOYED				WOMEN UNEMPLOYED				
	Labor Force	Unemployed	Unemp Rate	Total	% of Total Unemployed	Black	Hispanic	Total	% of Total Unemployed	Minority	Black	Hispanic
Fairfield County	486,900	18,400	3.8%	10,940	59.4%	5,808	4,554	8,702	47.2%	5,368	2,973	2,135
Hartford County	483,500	19,100	3.9%	10,908	57.2%	5,382	5,000	9,124	47.9%	5,538	2,770	2,536
Litchfield County	106,400	3,600	3.4%	531	14.7%	129	337	1,531	42.2%	232	52	154
Middlesex County	93,900	3,100	3.3%	679	22.1%	372	232	1,368	44.5%	307	158	105
New Haven County	463,900	18,900	4.1%	11,006	58.1%	5,820	4,823	8,984	47.4%	5,538	2,964	2,411
New London County	138,800	5,200	3.7%	1,733	33.4%	727	843	2,443	47.0%	849	328	443
Tolland County	87,100	3,000	3.4%	428	14.4%	157	206	1,361	45.8%	222	87	99
Windham County	63,600	2,800	4.4%	861	31.1%	117	700	1,313	47.4%	436	48	370
STATE TOTAL	1,924,000	74,100	3.8%	36,703	49.6%	18,060	16,838	34,861	47.1%	18,330	9,120	8,388

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 2nd Quarter 2019



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	100,718	53,151	47,412	28,163	22,482	12,158	12,404	11,492	11,408	1,338	1,118
Management Occupations	11	2,556	1,330	1,225	841	715	209	209	240	271	40	30
Top Executives	11.10	158	97	61	59	23	17	15	18	22	3	1
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	382	217	165	167	107	21	17	22	36	7	5
Operations Specialties Managers	11.30	434	187	247	125	174	33	33	21	33	8	7
Other Management Occupations	11.90	1,036	542	494	382	325	69	75	79	83	12	11
Business & Financial Operations Occupations	13	1,417	679	737	336	387	117	152	150	175	26	23
Business Operations Specialists	13.10	333	152	181	90	101	31	36	26	40	5	4
Financial Specialists	13.20	528	244	284	173	190	26	51	28	31	17	12
Other Business & Financial Operations Occupations	13.90	51	29	22	13	6	3	5	13	11	0	0
Computer & Mathematical Occupations	15	927	568	358	334	159	100	80	99	90	35	29
Computer Specialists	15.10	389	283	106	196	61	40	18	23	13	24	14
Mathematical Scientists	15.20	79	46	33	28	14	7	12	9	4	2	3
Mathematical Technicians	15.30	47	17	30	9	13	3	6	5	9	0	2
Other Computer & Mathematical Occupations	15.90	11	7	4	5	2	1	1	1	1	0	0
Architecture & Engineering Occupations	17	579	431	148	273	75	61	27	71	40	26	6
Architects, Surveyors, & Cartographers	17.10	12	8	4	7	3	0	0	1	1	0	0
Engineers	17.20	180	161	19	118	11	18	3	14	4	11	1
Drafters, Engineering, & Mapping Technicians	17.30	230	182	48	106	22	31	9	37	16	8	1
Other Architecture & Engineering Occupations	17.90	17	6	11	3	2	1	5	1	2	1	2
Life, Physical, & Social Science Occupations	19	309	177	132	120	72	24	20	29	33	4	7
Life Scientists	19.10	22	8	14	7	7	0	3	0	3	1	1
Physical Scientists	19.20	28	19	9	16	2	1	2	0	2	2	3
Social Scientists & Related Workers	19.30	26	12	14	7	7	2	4	3	1	0	2
Life, Physical, & Social Science Technicians	19.40	90	61	29	45	21	9	2	7	5	0	1
Other Life, Physical, & Social Science Occupations	19.90	14	9	5	6	3	1	2	2	0	0	0
Community & Social Services Occupations	21	452	178	273	90	137	58	92	23	38	7	6
Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	21.10	195	47	148	15	67	24	54	7	26	1	1
Religious Workers	21.20	36	14	22	7	10	4	10	3	1	0	1
Other Community & Social Services Occupations	21.90	24	12	12	8	8	2	1	2	1	0	2
Legal Occupations	23	343	168	175	79	91	72	54	10	27	7	3
Lawyers, Judges, & Related Workers	23.10	47	25	22	20	17	5	4	0	1	0	0
Legal Support Workers	23.20	68	13	55	10	37	2	7	1	10	0	1
Other Legal Occupations	23.90	29	19	10	3	3	13	6	3	1	0	0

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
Education, Training, & Library Occupations	25	816	314	502	110	251	167	169	23	71	14	11
Postsecondary Teachers	25.10	84	48	36	6	10	40	21	1	5	1	0
Primary, Secondary & Special Education Teachers	25.20	76	17	59	7	35	8	19	1	4	1	1
Other Teachers & Instructors	25.30	224	69	155	41	108	23	32	3	12	2	3
Librarians, Curators, & Archivists	25.40	49	27	22	11	10	14	11	2	1	0	0
Other Education, Training, & Library Occupations	25.90	195	49	146	15	58	25	44	7	42	2	2
Arts, Design, Entertainment, Sports, & Media Occupations	27	431	217	214	158	154	28	30	21	25	10	5
Art & Design Workers	27.10	119	52	67	37	55	6	6	5	6	4	0
Entertainers & Performers, Sports & Related Workers	27.20	108	52	56	38	34	7	9	4	10	3	3
Media & Communication Workers	27.30	68	39	29	28	24	5	4	4	1	2	0
Media & Communication Equipment Workers	27.40	40	25	15	23	12	1	2	1	1	0	0
Other Arts, Design, Entertainment, Sports, & Media Workers	27.90	12	7	5	5	2	1	1	1	2	0	0
Healthcare Practitioners & Technical Occupations	29	634	166	467	113	316	26	82	19	57	8	12
Health Diagnosing & Treating Practitioners	29.10	245	47	198	30	147	8	27	6	17	3	7
Health Technologists & Technicians	29.20	218	34	184	21	116	8	39	3	26	2	3
Other Healthcare Practitioners & Technical Occupations	29.90	38	10	28	6	13	3	8	1	5	0	2
Healthcare Support Occupations	31	863	143	720	78	235	44	306	16	170	5	9
Nursing, Psychiatric, & Home Health Aides	31.10	389	29	360	8	78	14	200	5	77	2	5
Occupational & Physical Therapist Assistants & Aides	31.20	13	5	8	4	5	1	2	0	1	0	0
Other Healthcare Support Occupations	31.90	341	46	295	17	123	23	90	5	78	1	4
Protective Service Occupations	33	363	213	150	105	84	56	38	46	23	6	5
First-Line Supervisors/Mgrs. of Protective Service Workers	33.10	9	6	3	6	3	0	0	0	0	0	0
Fire Fighting & Prevention Workers	33.20	18	9	9	6	4	2	1	1	3	0	1
Law Enforcement Workers	33.30	26	21	5	10	4	4	0	5	0	2	1
Other Protective Service Workers	33.90	181	109	72	38	27	44	29	26	14	1	2
Food Preparation & Serving Related Occupations	35	1,465	683	781	300	487	197	109	159	151	27	34
Supervisors of Food Preparation & Serving Workers	35.10	169	123	46	69	36	25	4	25	6	4	0
Cooks & Food Preparation Workers	35.20	456	242	214	78	113	83	38	70	50	11	13
Food & Beverage Serving Workers	35.30	381	101	280	60	190	21	31	18	49	2	10
Other Food Preparation & Serving Related Workers	35.90	311	135	176	36	100	56	31	37	35	6	10
Building & Grounds Cleaning & Maintenance Occupations	37	387	227	160	135	88	46	25	40	40	6	7
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	9	6	3	5	0	0	1	1	1	0	1
Building Cleaning & Pest Control Workers	37.20	143	78	65	30	23	29	14	17	26	2	2
Grounds Maintenance Workers	37.30	72	60	12	42	10	3	0	14	2	1	0
Other Building/Grounds Cleaning & Maintenance Occupations	37.90	11	5	6	3	3	1	3	0	0	1	0

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
Personal Care & Service Occupations	39	456	146	310	89	165	33	68	18	70	6	7
Supervisors of Personal Care & Service Workers	39.10	16	6	10	5	7	0	0	0	3	1	0
Animal Care & Service Workers	39.20	14	9	5	5	3	0	1	3	1	1	0
Entertainment Attendants & Related Workers	39.30	39	24	15	17	9	2	3	4	1	1	2
Funeral Service Workers	39.40	43	23	20	19	16	1	0	2	3	1	1
Personal Appearance Workers	39.50	82	25	57	18	33	5	12	1	10	1	2
Transportation, Tourism, & Lodging Attendants	39.60	27	15	12	5	9	5	3	4	0	1	0
Other Personal Care & Service Workers	39.90	215	33	182	12	81	18	49	3	50	0	2
Sales & Related Occupations	41	6,071	3,243	2,822	1,997	1,617	728	701	446	443	72	61
Supervisors of Sales Workers	41.10	85	56	28	10	8	16	3	23	12	7	5
Retail Sales Workers	41.20	992	319	673	183	373	57	133	63	149	16	18
Sales Representatives, Services	41.30	431	262	169	208	127	27	21	25	18	2	3
Sales Representatives, Wholesale & Manufacturing	41.40	331	187	143	170	123	10	12	5	6	2	2
Other Sales & Related Workers	41.90	749	427	319	232	139	104	107	82	64	9	9
Office & Administrative Support Occupations	43	6,554	3,088	3,461	1,848	2,031	745	871	444	499	51	60
Supervisors of Office & Administrative Support Workers	43.10	89	55	34	11	10	23	4	20	16	1	4
Communications Equipment Operators	43.20	16	9	7	6	2	2	3	1	1	0	1
Financial Clerks	43.30	241	66	175	48	144	13	13	3	14	2	4
Information & Record Clerks	43.40	1,074	350	724	263	425	54	163	29	126	4	10
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	945	602	342	366	234	149	64	75	39	12	5
Secretaries & Administrative Assistants	43.60	1,057	467	590	298	377	123	146	43	61	3	6
Other Office & Administrative Support Workers	43.90	1,040	381	657	164	348	120	188	87	111	10	10
Farming, Fishing, & Forestry Occupations	45	4,740	2,610	2,124	1,634	1,113	588	640	333	327	55	44
Supervisors of Farming, Fishing, & Forestry Workers	45.10	72	40	32	7	11	11	6	14	12	8	3
Agricultural Workers	45.20	39	20	19	11	9	3	4	6	4	0	2
Fishing & Hunting Workers	45.30	103	68	35	61	29	6	4	1	2	0	0
Forest, Conservation, & Logging Workers	45.40	319	193	126	168	111	21	12	3	3	1	0
Other Farming, Fishing, & Forestry Workers	45.90	650	329	320	143	90	86	124	91	95	9	11
Construction & Extraction Occupations	47	5,925	3,699	2,220	2,322	1,127	785	704	530	345	62	44
Supervisors of Construction & Extraction Workers	47.10	74	43	31	11	4	10	9	20	13	2	5
Construction Trades Workers	47.20	983	936	47	650	22	142	7	133	17	11	1
Helpers, Construction Trades	47.30	85	50	35	38	29	6	4	6	1	0	1
Other Construction & Related Workers	47.40	418	282	136	228	107	26	27	23	2	5	0
Extraction Workers	47.50	671	396	275	323	214	50	49	20	11	3	1
Other Construction & Extraction Occupations	47.90	597	317	277	133	84	93	109	82	81	9	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
Installation, Maintenance, & Repair Occupations	49	5,368	3,197	2,164	1,911	1,115	755	677	486	324	45	48
Supervisors of Installation, Maintenance, & Repair Workers	49.10	53	26	26	5	2	7	11	13	11	1	2
Electrical & Electronic Equipment Mechanics, Installers	49.20	48	41	7	25	3	9	2	6	1	1	1
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	256	207	49	143	40	27	6	37	3	0	0
Other Installation, Maintenance & Repair Occupations	49.90	916	634	280	333	92	125	115	159	67	17	6
Production Occupations	51	1,133	774	359	396	127	137	73	208	142	33	17
Supervisors of Production Workers	51.10	4	1	3	0	1	0	1	0	1	1	0
Assemblers & Fabricators	51.20	181	90	91	39	24	15	16	33	44	3	7
Food Processing Workers	51.30	154	91	63	53	31	22	17	13	14	3	1
Metal Workers & Plastic Workers	51.40	364	314	50	183	24	43	6	76	19	12	1
Printing Workers	51.50	38	32	6	18	2	6	1	6	3	2	0
Textile, Apparel, & Furnishings Workers	51.60	72	34	38	14	13	7	10	10	13	3	2
Woodworkers	51.70	46	38	8	22	0	5	2	11	6	0	0
Plant & System Operators	51.80	36	26	10	12	3	8	4	4	2	2	1
Other Production Occupations	51.90	228	143	85	54	27	27	15	55	38	7	5
Transportation & Material Moving Occupations	53	2,321	1,306	1,014	610	395	334	210	336	389	26	20
Supervisors of Transportation & Material Moving Workers	53.10	11	7	3	3	3	2	0	2	0	0	0
Air Transportation Workers	53.20	14	10	4	6	2	2	1	2	0	0	1
Motor Vehicle Operators	53.30	1,328	634	694	319	297	152	131	151	259	12	7
Rail Transportation Workers	53.40	14	10	4	6	3	2	0	2	1	0	0
Water Transportation Workers	53.50	24	11	13	2	7	2	4	5	2	2	0
Other Transportation Workers	53.60	252	153	99	86	36	30	37	36	23	1	3
Material Moving Workers	53.70	569	414	155	158	31	132	29	119	90	5	5
Other Transportation & Material Moving Occupations	53.90	9	5	4	0	2	2	0	3	1	0	1
Military Specific Occupations	55	211	110	101	61	50	26	23	19	25	4	3
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	18	9	9	6	5	1	2	2	2	0	0
First-Line Enlisted Military Supervisors/Managers	55.20	16	6	10	3	6	1	3	2	1	0	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	26	18	8	9	4	7	2	1	2	1	0
Other Military Specific Occupations	55.90	16	11	5	7	4	2	0	1	1	1	0
Unknown/Unclassifiable Occupations	99	56,397	29,484	26,795	14,173	11,491	6,822	7,044	7,726	7,633	763	627
Unknown/Unclassifiable Occupations	99.90	56,310	29,435	26,757	14,160	11,479	6,807	7,034	7,705	7,618	763	626

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	22,307	11,589	10,678	5,305	4,197	3,057	3,242	2,884	2,968	343	271
Management Occupations	11	558	274	284	172	176	53	46	40	56	9	6
Top Executives	11.10	42	26	16	14	8	8	3	3	6	1	0
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	78	40	38	29	27	7	3	4	7	0	1
Operations Specialties Managers	11.30	105	42	63	22	42	14	10	2	9	4	2
Other Management Occupations	11.90	261	128	133	93	84	13	22	19	25	3	2
Business & Financial Operations Occupations	13	321	158	162	93	79	28	41	31	32	6	10
Business Operations Specialists	13.10	91	44	47	27	21	9	17	8	8	0	1
Financial Specialists	13.20	133	70	63	47	39	11	12	7	5	5	7
Other Business & Financial Operations Occupations	13.90	9	6	3	4	1	1	1	1	1	0	0
Computer & Mathematical Occupations	15	230	146	83	84	40	27	19	27	19	8	5
Computer Specialists	15.10	118	86	32	56	17	17	7	7	4	6	4
Mathematical Scientists	15.20	15	10	5	6	3	3	2	1	0	0	0
Mathematical Technicians	15.30	9	4	5	1	2	0	1	3	2	0	0
Architecture & Engineering Occupations	17	172	132	40	72	18	25	7	25	13	10	2
Architects, Surveyors, & Cartographers	17.10	5	2	3	1	2	0	0	1	1	0	0
Engineers	17.20	58	53	5	35	2	9	2	6	1	3	0
Drafters, Engineering, & Mapping Technicians	17.30	68	57	11	26	5	13	1	14	4	4	1
Other Architecture & Engineering Occupations	17.90	2	0	2	0	0	0	2	0	0	0	0
Life, Physical, & Social Science Occupations	19	61	31	30	25	13	3	8	3	9	0	0
Life Scientists	19.10	4	1	3	1	1	0	2	0	0	0	0
Physical Scientists	19.20	5	4	1	4	0	0	0	0	1	0	0
Social Scientists & Related Workers	19.30	2	0	2	0	1	0	1	0	0	0	0
Life, Physical, & Social Science Technicians	19.40	23	16	7	13	5	2	0	1	2	0	0
Other Life, Physical, & Social Science Occupations	19.90	1	0	1	0	0	0	1	0	0	0	0
Community & Social Services Occupations	21	122	37	85	17	38	15	32	3	11	2	4
Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	21.10	65	13	52	4	20	8	23	1	8	0	1
Religious Workers	21.20	8	4	4	2	2	1	2	1	0	0	0
Other Community & Social Services Occupations	21.90	8	2	6	1	3	1	1	0	0	0	2
Legal Occupations	23	63	29	34	9	12	16	8	3	13	1	1
Lawyers, Judges, & Related Workers	23.10	6	3	3	3	2	0	1	0	0	0	0
Legal Support Workers	23.20	22	4	18	2	8	1	2	1	7	0	1
Other Legal Occupations	23.90	5	4	1	0	0	2	0	2	1	0	0

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
Education, Training, & Library Occupations	25	222	80	142	25	46	46	62	4	33	5	1
Postsecondary Teachers	25.10	14	6	8	0	1	5	6	1	1	0	0
Primary, Secondary & Special Education Teachers	25.20	16	3	13	1	4	1	8	0	0	1	1
Other Teachers & Instructors	25.30	66	21	45	12	24	8	14	1	7	0	0
Librarians, Curators, & Archivists	25.40	16	10	6	2	1	7	5	1	0	0	0
Other Education, Training, & Library Occupations	25.90	66	15	51	3	12	11	16	1	23	0	0
Arts, Design, Entertainment, Sports, & Media Occupations	27	88	46	42	30	27	7	2	5	10	4	3
Art & Design Workers	27.10	32	17	15	9	13	3	0	2	2	3	0
Entertainers & Performers, Sports & Related Workers	27.20	18	7	11	5	4	2	2	0	3	0	2
Media & Communication Workers	27.30	13	8	5	5	5	1	0	1	0	1	0
Media & Communication Equipment Workers	27.40	6	5	1	5	0	0	0	0	1	0	0
Other Arts, Design, Entertainment, Sports, & Media Workers	27.90	2	0	2	0	1	0	0	0	1	0	0
Healthcare Practitioners & Technical Occupations	29	167	54	113	32	67	11	26	8	17	3	3
Health Diagnosing & Treating Practitioners	29.10	70	21	49	11	32	4	11	4	5	2	1
Health Technologists & Technicians	29.20	61	17	44	9	18	4	13	3	11	1	2
Other Healthcare Practitioners & Technical Occupations	29.90	8	2	6	1	6	1	0	0	0	0	0
Healthcare Support Occupations	31	238	34	204	17	51	10	96	6	54	1	3
Nursing, Psychiatric, & Home Health Aides	31.10	101	10	91	1	8	6	59	3	22	0	2
Occupational & Physical Therapist Assistants & Aides	31.20	3	0	3	0	1	0	1	0	1	0	0
Other Healthcare Support Occupations	31.90	99	8	91	4	34	3	29	1	27	0	1
Protective Service Occupations	33	93	54	39	28	13	16	16	9	9	1	1
First-Line Supervisors/Mgrs. of Protective Service Workers	33.10	1	1	0	1	0	0	0	0	0	0	0
Fire Fighting & Prevention Workers	33.20	2	1	1	0	0	1	0	0	1	0	0
Law Enforcement Workers	33.30	5	5	0	3	0	2	0	0	0	0	0
Other Protective Service Workers	33.90	56	29	27	10	6	12	13	6	7	1	1
Food Preparation & Serving Related Occupations	35	381	183	198	77	84	47	42	53	62	6	10
Supervisors of Food Preparation & Serving Workers	35.10	38	30	8	17	5	5	2	6	1	2	0
Cooks & Food Preparation Workers	35.20	126	71	55	24	16	20	16	26	20	1	3
Food & Beverage Serving Workers	35.30	97	25	72	19	40	5	9	0	21	1	2
Other Food Preparation & Serving Related Workers	35.90	95	42	53	8	18	14	13	18	17	2	5
Building & Grounds Cleaning & Maintenance Occupations	37	94	55	39	27	7	16	11	10	17	2	4
Supervisors of Bldg./Grounds Cleaning & Maintenance Workers	37.10	2	1	1	1	0	0	0	0	0	0	1
Building Cleaning & Pest Control Workers	37.20	50	26	24	11	4	9	6	5	13	1	1
Grounds Maintenance Workers	37.30	15	14	1	8	0	2	0	4	1	0	0
Other Building/Grounds Cleaning & Maintenance Occupations	37.90	2	0	2	0	0	0	2	0	0	0	0

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
Personal Care & Service Occupations	39	89	23	66	11	17	8	25	2	23	2	1
Supervisors of Personal Care & Service Workers	39.10	2	2	0	2	0	0	0	0	0	0	0
Animal Care & Service Workers	39.20	2	1	1	1	0	0	0	0	1	0	0
Entertainment Attendants & Related Workers	39.30	7	3	4	2	0	0	3	1	1	0	0
Funeral Service Workers	39.40	1	1	0	1	0	0	0	0	0	0	0
Personal Appearance Workers	39.50	14	6	8	3	2	2	4	0	1	1	1
Transportation, Tourism, & Lodging Attendants	39.60	5	4	1	0	0	2	1	1	0	1	0
Other Personal Care & Service Workers	39.90	52	4	48	1	13	3	17	0	18	0	0
Sales & Related Occupations	41	1,331	676	654	345	321	193	181	121	140	17	12
Supervisors of Sales Workers	41.10	25	16	9	4	2	3	3	6	3	3	1
Retail Sales Workers	41.20	295	97	198	51	97	12	36	28	59	6	6
Sales Representatives, Services	41.30	80	43	37	29	27	7	4	7	6	0	0
Sales Representatives, Wholesale & Manufacturing	41.40	60	36	24	31	18	4	4	1	2	0	0
Other Sales & Related Workers	41.90	168	91	76	48	27	29	28	11	19	3	2
Office & Administrative Support Occupations	43	1,558	728	829	355	403	225	256	132	157	16	13
Supervisors of Office & Administrative Support Workers	43.10	16	10	6	2	3	4	1	3	1	1	1
Communications Equipment Operators	43.20	6	4	2	1	1	2	1	1	0	0	0
Financial Clerks	43.30	64	22	42	15	33	7	1	0	6	0	2
Information & Record Clerks	43.40	325	102	223	65	103	25	68	12	51	0	1
Material Recording, Scheduling, Dispatch/Distribution Workers	43.50	251	172	79	76	39	61	22	32	18	3	0
Secretaries & Administrative Assistants	43.60	215	93	122	55	70	27	34	11	15	0	3
Other Office & Administrative Support Workers	43.90	283	100	182	31	82	36	62	31	35	2	3
Farming, Fishing, & Forestry Occupations	45	924	506	417	282	168	128	147	78	93	18	9
Supervisors of Farming, Fishing, & Forestry Workers	45.10	16	8	8	1	1	3	3	1	3	3	1
Agricultural Workers	45.20	7	5	2	1	0	0	1	4	1	0	0
Fishing & Hunting Workers	45.30	19	15	4	14	4	1	0	0	0	0	0
Forest, Conservation, & Logging Workers	45.40	79	48	31	40	26	6	4	1	1	1	0
Other Farming, Fishing, & Forestry Workers	45.90	130	61	69	21	13	22	31	16	22	2	3
Construction & Extraction Occupations	47	1,288	804	482	445	208	208	167	132	96	19	11
Supervisors of Construction & Extraction Workers	47.10	21	12	9	2	0	3	4	6	4	1	1
Construction Trades Workers	47.20	227	217	10	133	3	51	5	32	2	1	0
Helpers, Construction Trades	47.30	15	12	3	6	3	3	0	3	0	0	0
Other Construction & Related Workers	47.40	102	68	34	52	29	11	5	3	0	2	0
Extraction Workers	47.50	128	82	46	67	38	10	5	5	2	0	1
Other Construction & Extraction Occupations	47.90	116	53	62	22	13	14	26	15	23	2	0

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
Installation, Maintenance, & Repair Occupations	49	1,151	682	467	360	208	178	160	135	85	9	14
Supervisors of Installation, Maintenance, & Repair Workers	49.10	6	2	4	0	1	2	1	0	1	0	1
Electrical & Electronic Equipment Mechanics, Installers	49.20	9	7	2	5	1	2	0	0	0	0	1
Vehicle & Mobile Equipment Mechanics, Installers, Repairers	49.30	60	57	11	27	8	9	1	21	2	0	0
Other Installation, Maintenance & Repair Occupations	49.90	227	163	62	75	21	34	24	49	16	5	1
Production Occupations	51	336	242	94	110	38	46	16	72	37	14	3
Supervisors of Production Workers	51.10	2	1	1	0	0	0	1	0	0	1	0
Assemblers & Fabricators	51.20	46	31	15	13	6	5	1	11	7	2	1
Food Processing Workers	51.30	39	20	19	13	11	3	6	3	2	1	0
Metal Workers & Plastic Workers	51.40	129	110	19	57	12	14	2	32	5	7	0
Printing Workers	51.50	7	7	0	3	0	2	0	1	0	1	0
Textile, Apparel, & Furnishings Workers	51.60	18	8	10	3	2	3	2	2	5	0	1
Woodworkers	51.70	12	11	1	5	0	2	0	4	1	0	0
Plant & System Operators	51.80	8	6	2	3	1	2	0	0	1	1	0
Other Production Occupations	51.90	73	47	26	13	6	14	4	19	15	1	1
Transportation & Material Moving Occupations	53	754	370	384	129	86	118	99	113	195	10	4
Supervisors of Transportation & Material Moving Workers	53.10	3	2	1	1	1	1	0	0	0	0	0
Air Transportation Workers	53.20	2	2	0	1	0	0	0	1	0	0	0
Motor Vehicle Operators	53.30	479	188	291	68	64	60	64	55	160	5	3
Rail Transportation Workers	53.40	3	2	1	1	1	1	0	0	0	0	0
Water Transportation Workers	53.50	5	2	3	0	0	1	3	0	0	1	0
Other Transportation Workers	53.60	71	36	35	18	6	6	17	11	12	1	0
Material Moving Workers	53.70	164	124	40	35	8	46	10	41	21	2	1
Other Transportation & Material Moving Occupations	53.90	2	0	2	0	1	0	0	0	1	0	0
Military Specific Occupations	55	42	27	15	14	6	7	3	6	6	0	0
Military Officer Special & Tactical Operations Leaders/Mgrs.	55.10	3	2	1	2	1	0	0	0	0	0	0
First-Line Enlisted Military Supervisors/Managers	55.20	3	1	2	0	2	0	0	1	0	0	0
Military Enlisted Tactical Operations & Air/Weapon	55.30	3	3	0	0	0	3	0	0	0	0	0
Other Military Specific Occupations	55.90	4	4	0	3	0	1	0	0	0	0	0
Unknown/Unclassifiable Occupations	99	12,024	6,218	5,775	2,546	2,071	1,626	1,772	1,866	1,781	180	151
Unknown/Unclassifiable Occupations	99.90	12,014	6,210	5,773	2,544	2,070	1,625	1,772	1,861	1,780	180	151

Characteristics of Job Seekers

Litchfield 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	4,858	2,802	2,052	2,401	1,741	103	70	245	207	53	34
Management Occupations	11	124	62	62	54	50	2	2	5	10	1	0
Top Executives	11.10	6	3	3	3	1	0	0	0	2	0	0
Advertising, Marketing, Promotions, Public Rel. Occupations	11.20	17	8	9	7	9	0	0	1	0	0	0
Operations Specialties Managers	11.30	16	7	9	6	9	1	0	0	0	0	0
Other Management Occupations	11.90	56	29	27	28	25	0	1	0	1	1	0
Business & Financial Operations Occupations	13	56	29	27	19	18	2	1	6	8	2	0
Business Operations Specialists	13.10	10	5	5	2	4	2	0	1	1	0	0
Financial Specialists	13.20	16	9	7	8	7	0	0	1	0	0	0
Other Business & Financial Operations Occupations	13.90	2	1	1	1	0	0	0	0	1	0	0
Computer & Mathematical Occupations	15	35	21	14	17	9	2	1	0	2	2	2
Computer Specialists	15.10	14	10	4	7	4	1	0	0	0	2	0
Mathematical Scientists	15.20	4	2	2	2	0	0	1	0	1	0	0
Mathematical Technicians	15.30	3	1	2	1	1	0	0	0	0	0	1
Other Computer & Mathematical Occupations	15.90	2	1	1	1	1	0	0	0	0	0	0
Architecture & Engineering Occupations	17	34	32	2	28	2	2	0	1	0	1	0
Architects, Surveyors, & Cartographers	17.10	1	1	0	1	0	0	0	0	0	0	0
Engineers	17.20	10	10	0	9	0	0	0	0	0	1	0
Drafters, Engineering, & Mapping Technicians	17.30	20	19	1	16	1	2	0	1	0	0	0
Life, Physical, & Social Science Occupations	19	15	10	5	10	5	0	0	0	0	0	0
Social Scientists & Related Workers	19.30	1	1	0	1	0	0	0	0	0	0	0
Life, Physical, & Social Science Technicians	19.40	8	4	4	4	4	0	0	0	0	0	0
Other Life, Physical, & Social Science Occupations	19.90	1	1	0	1	0	0	0	0	0	0	0
Community & Social Services Occupations	21	20	7	13	6	10	0	2	1	1	0	0
Counselors, Social Workers, Other Cmnty./Soc. Svcs. Workers	21.10	7	2	5	2	4	0	0	0	1	0	0
Religious Workers	21.20	1	0	1	0	0	0	1	0	0	0	0
Other Community & Social Services Occupations	21.90	4	3	1	3	1	0	0	0	0	0	0
Legal Occupations	23	10	5	5	4	5	1	0	0	0	0	0
Lawyers, Judges, & Related Workers	23.10	2	1	1	1	1	0	0	0	0	0	0
Legal Support Workers	23.20	4	1	3	1	3	0	0	0	0	0	0
Other Legal Occupations	23.90	1	1	0	1	0	0	0	0	0	0	0
Education, Training, & Library Occupations	25	28	8	20	5	18	3	0	0	1	0	1
Postsecondary Teachers	25.10	4	3	1	1	1	2	0	0	0	0	0
Other Teachers & Instructors	25.30	13	1	12	1	11	0	0	0	0	0	1
Librarians, Curators, & Archivists	25.40	2	1	1	1	1	0	0	0	0	0	0
Other Education, Training, & Library Occupations	25.90	4	0	4	0	3	0	0	0	1	0	0

DIGEST OF EDUCATION STATISTICS

TABLE 314.40 - FALL 2017 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS
(Fall 2017 - Table Prepared November 2018)

STAFF	TOTAL	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Business & Financial	202961	54657 26.9%	148304 73.1%	40,493 20.0%	103,999 51.2%	5,254 2.6%	18,445 9.1%	4,927 2.4%	13,959 6.9%	3983 2.0%	11901 5.9%
Computers, Engineering & Science	211916	128301 60.5%	83615 39.5%	96,504 45.5%	57,272 27.0%	8,040 3.8%	6,893 3.3%	9,596 4.5%	6399 3.0%	14161 6.7%	13051 6.2%
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	173079	77140 44.6%	95939 55.4%	59,280 34.3%	70,640 40.8%	9,527 5.5%	11,624 6.7%	5,586 3.2%	8,996 5.2%	2747 1.6%	4679 2.7%
Healthcare Practitioners & Technicians	99996	28804 28.8%	71192 71.2%	19,574 19.6%	49,580 49.6%	2,596 2.6%	8,752 8.8%	2,268 2.3%	5,624 5.6%	4366 4.4%	7236 7.2%
Librarians, Curators, & Archivists	39468	11720 29.7%	27748 70.3%	9,640 24.4%	22,160 56.1%	714 1.8%	2,308 5.8%	772 2.0%	1,502 3.8%	594 1.5%	1778 4.5%
Student & Academic Affairs & Other	169919	54330 32.0%	115589 68.0%	38,522 22.7%	81,032 47.7%	6,901 4.1%	16,406 9.7%	5,728 3.4%	11,531 6.8%	3179 1.9%	6620 3.9%
TOTAL FOR PNF	897339	354952	542387	264013	384683	33032	64428	28877	48011	29030	45265
		39.6%	60.4%	29.4%	42.9%	3.7%	7.2%	3.2%	5.4%	3.2%	5.0%

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

Spring 2018, Human Resources component, Fall Staff section. (This table was prepared November 2018.)

DIGEST OF EDUCATION STATISTICS
 TABLE 314.40 -FALL 2016 EMPLOYEES IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS
 (Spring 2017 -TABLE PREPARED DECEMBER 2017)

For Professional Non-Faculty Availability

STAFF	TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	AAIANHNP MALE	AAIANHNP FEMALE
Business & Financial Operations	200512	53676	146836	39802	103419	5189	18333	4735	13390	3950	11694
		26.8%	73.2%	19.9%	51.6%	2.6%	9.1%	2.4%	6.7%	2.0%	5.8%
Computers, Engineering & Science	211894	128779	83115	97212	57169	7957	6772	9233	6074	14377	13100
		60.8%	39.2%	45.9%	27.0%	3.8%	3.2%	4.4%	2.9%	6.8%	6.2%
Community, Social Service, Legal, Arts, Design, Entertainment, Sports & Media	170068	75749	94319	58468	69628	9290	11345	5304	8538	2687	4808
		44.5%	55.5%	34.4%	40.9%	5.5%	6.7%	3.1%	5.0%	1.6%	2.8%
Healthcare Practitioners & Technicians	106563	29668	76895	19852	52420	2770	9467	2323	6076	4723	8932
		27.8%	72.2%	18.6%	49.2%	2.6%	8.9%	2.2%	5.7%	4.4%	8.4%
Librarians, Curators, & Archivists	40166	11924	28242	9884	22715	700	2344	741	1414	599	1769
		29.7%	70.3%	24.6%	56.6%	1.7%	5.8%	1.8%	3.5%	1.5%	4.4%
Student & Academic Affairs & Other Education Services	168127	54105	114022	38892	80786	6849	16389	5318	10785	3046	6062
		32.2%	67.8%	23.1%	48.1%	4.1%	9.7%	3.2%	6.4%	1.8%	3.6%
Graduate Assistants	237981	115149	122832	85863	89511	6170	9366	8835	10568	14281	13387
		48.4%	51.6%	36.1%	37.6%	2.6%	3.9%	3.7%	4.4%	6.0%	5.6%
	1135311	469050	666261	349973	475648	38925	74016	36489	56845	43663	59752

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



DIGEST of EDUCATION STATISTICS

2018 Tables and Figures

All Years of Tables and Figures

Most Recent Full Issue of the Digest

Table 314.40. Employees in degree-granting postsecondary institutions, by race/ethnicity, sex, employment status, control and level of institution, and primary occupation: Fall 2017

Sex, employment status, control and level of institution, and primary occupation	Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races							Race/ethnicity unknown	Non-resident alien ^c	
			Total	Per-cent ¹	Black	Hispanic	Asian	Pacific Islander	American Indian/Alaska Native			Two or more races
			3	4	5	6	7	8	9			10
All institutions	3,914,542	2,564,739	987,131	27.8	374,922	288,989	246,696	8,167	20,111	48,246	163,809	198,863
Faculty (instruction/research/public service)	1,543,569	1,086,081	325,133	23.0	106,836	77,168	116,394	2,879	7,041	14,815	76,747	55,608
Instruction	1,425,058	1,024,678	298,782	22.6	102,511	72,290	100,900	2,758	6,691	13,632	71,684	29,914
Research	89,445	41,001	19,305	32.0	2,113	3,377	12,658	79	200	878	4,158	24,981
Public service	29,066	20,402	7,046	25.7	2,212	1,501	2,836	42	150	305	905	713
Graduate assistants	377,156	170,799	71,084	29.4	15,711	20,773	25,693	657	941	7,309	20,541	114,732
Librarians, curators, and archivists	41,497	31,000	0,207	20.5	3,022	2,274	2,051	60	258	539	1,180	304
Student and academic affairs and other education services	181,731	119,554	53,174	30.8	23,307	17,259	7,694	644	1,461	2,809	6,823	2,180
Management	259,986	195,243	57,173	22.7	26,515	15,864	10,343	475	1,248	2,728	6,356	1,214
Business and financial operations	214,461	144,492	61,447	29.8	23,699	18,886	14,344	448	1,092	2,978	6,923	1,599
Computer, engineering, and science	235,674	153,776	61,227	28.5	14,933	15,995	25,761	394	1,057	3,087	7,636	13,035
Community, social service, legal, arts, design, entertainment, sports, and media	184,650	129,920	45,990	26.1	21,151	14,582	5,821	575	1,030	2,831	7,415	1,325
Healthcare practitioners and technicians	109,889	69,154	32,053	31.7	11,348	7,892	11,047	156	399	1,211	5,582	3,100
Service occupations	241,200	127,136	103,048	44.8	52,460	36,820	8,530	683	1,919	2,636	8,918	2,098
Sales and related occupations	13,210	7,924	4,752	37.5	2,331	1,561	460	53	93	254	495	39
Office and administrative support	418,537	262,962	140,271	34.8	62,882	50,873	16,616	949	2,743	6,208	12,054	3,250
Natural resources, construction, and maintenance	74,000	53,737	17,528	24.6	7,661	6,994	1,423	149	653	648	2,421	314
Production, transportation, and material moving	18,982	12,161	6,044	33.2	3,066	2,048	519	42	176	193	712	65
Males	1,773,654	1,166,570	410,580	26.0	140,429	120,843	117,761	3,548	8,669	19,330	77,293	119,211
Faculty (instruction/research/public service)	777,821	550,559	154,990	22.0	42,302	37,917	63,721	1,192	3,378	6,480	37,740	34,532
Instruction	712,123	517,879	141,537	21.5	40,591	35,604	55,025	1,134	3,243	5,940	35,083	17,624
Research	51,680	22,750	10,221	31.0	872	1,601	7,235	34	80	399	2,208	16,501
Public service	14,018	9,930	3,232	24.6	839	712	1,461	24	55	141	449	407
Graduate assistants	196,077	82,866	32,998	28.5	6,138	9,538	13,269	390	397	3,266	10,483	69,730
Librarians, curators, and archivists	12,358	9,640	2,226	18.8	714	772	518	18	58	146	370	122
Student and academic affairs and other education services	58,563	38,522	16,642	30.2	6,901	5,728	2,476	229	474	834	2,421	978
Management	113,571	87,899	22,202	20.2	9,637	6,233	4,505	254	525	1,048	2,879	591
Business and financial operations	58,083	40,493	14,924	26.9	5,254	4,927	3,575	123	285	760	2,106	560
Computer, engineering, and science	142,683	96,504	33,642	25.8	8,040	9,596	13,266	266	629	1,845	4,629	7,908
Community, social service, legal, arts, design, entertainment, sports, and media	82,419	59,280	18,919	24.2	9,527	5,585	2,036	268	443	1,059	3,597	623
Healthcare practitioners and technicians	32,999	19,574	9,582	32.9	2,596	2,268	4,189	55	122	352	2,210	1,633
Service occupations	139,878	77,668	56,011	41.9	29,001	19,451	4,577	391	1,143	1,448	5,181	1,018
Sales and related occupations	4,600	2,761	1,645	37.3	784	583	155	17	30	76	180	14
Office and administrative support	71,079	40,625	26,479	39.5	10,598	10,157	3,786	180	448	1,310	2,730	1,245
Natural resources, construction, and maintenance	67,993	50,016	15,577	23.7	6,644	6,383	1,250	136	597	567	2,198	202
Production, transportation, and material moving	15,530	10,163	4,743	31.8	2,293	1,704	438	29	140	139	569	55
Females	2,140,888	1,398,169	576,551	29.2	234,493	168,146	128,935	4,619	11,442	28,916	86,516	79,652
Faculty (instruction/research/public service)	765,748	535,522	170,143	24.1	64,534	39,251	52,673	1,687	3,663	8,335	39,007	21,076
Instruction	712,935	506,799	157,245	23.7	61,920	36,686	45,875	1,624	3,448	7,632	36,601	12,290
Research	37,765	18,251	9,084	33.2	1,241	1,776	5,423	45	120	479	1,950	8,480
Public service	15,048	10,472	3,814	26.7	1,373	789	1,375	18	95	164	456	306
Graduate assistants	181,079	87,933	38,086	30.2	9,573	11,235	12,424	267	544	4,043	10,058	45,002
Librarians, curators, and archivists	29,139	22,160	5,981	21.3	2,308	1,502	1,533	45	200	393	816	182
Student and academic affairs and other education services	123,168	81,032	36,532	31.1	16,406	11,531	5,218	415	987	1,975	4,402	1,202
Management	146,415	107,344	34,971	24.6	16,878	9,631	5,838	221	723	1,680	3,477	623
Business and financial operations	156,378	103,999	46,523	30.9	18,445	13,959	10,769	325	807	2,218	4,817	1,039
Computer, engineering, and science	92,991	57,272	27,585	32.5	6,893	6,399	12,495	128	428	1,242	3,007	5,127
Community, social service, legal, arts, design, entertainment, sports, and media	102,231	70,640	27,071	27.7	11,624	8,996	3,785	307	587	1,772	3,818	702
Healthcare practitioners and technicians	76,890	49,580	22,471	31.2	8,752	5,624	6,858	101	277	859	3,372	1,467
Service occupations	101,322	49,468	47,037	48.7	23,459	17,369	3,953	292	776	1,188	3,737	1,080
Sales and related occupations	8,610	5,163	3,107	37.6	1,547	978	305	36	63	178	315	25
Office and administrative support	347,458	222,337	113,792	33.9	52,284	40,716	12,830	769	2,295	4,898	9,324	2,005
Natural resources, construction, and maintenance	6,007	3,721	1,951	34.4	1,017	611	173	13	56	81	223	112
Production, transportation, and material moving	3,452	1,998	1,301	39.4	773	344	81	13	36	54	143	10
Full-time	2,525,579	1,697,742	684,618	28.7	262,617	200,901	172,490	5,114	13,833	29,663	75,420	67,799
Faculty (instruction/research/public service)	821,168	573,560	178,947	23.8	45,427	39,099	82,142	1,200	3,460	7,619	23,439	45,222
Instruction	724,060	524,402	156,986	23.0	42,256	35,132	68,622	1,113	3,202	6,661	19,530	23,142
Research	75,668	34,070	16,765	33.0	1,838	2,824	11,170	60	149	724	3,350	21,483
Public service	21,440	15,088	5,196	25.6	1,333	1,143	2,350	27	109	234	559	597
Graduate assistants	†	†	†	†	†	†	†	†	†	†	†	†
Librarians, curators, and archivists	35,460	27,270	7,033	20.5	2,548	1,963	1,791	44	207	480	899	258
Student and academic affairs and other education services	123,003	81,460	36,572	31.0	16,461	11,387	5,139	466	1,077	2,042	3,766	1,205
Management	253,115	190,001	55,882	22.7	25,962	15,545	10,029	461	1,222	2,663	6,067	1,165
Business and financial operations	200,946	134,719	58,519	30.3	22,769	17,924	13,556	419	1,035	2,816	6,266	1,442
Computer, engineering, and science	216,282	141,774	55,885	28.3	13,574	14,319	23,855	360	963	2,814	6,753	11,870

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TABLE 315.20 - FULL TIME FACULTY IN DEGREE GRANTING POSTSECONDARY INSTITUTIONS

Fall 2017 - Table prepared November 2018

RANK	GRAND	TOTAL	TOTAL	WHITE	WHITE	BLACK	BLACK	HISPANIC	HISPANIC	AAIANHNPI	AAIANHNPI
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Professor	178468	119773 67.1	58695 32.9	97,303 54.5	48,321 27.1	4,125 2.3	2,806 1.6	4,104 2.3	2,414 1.4	14,241 8.0	5,154 2.9
Associate Professor	150188	81665 54.4	68523 45.6	62,389 41.5	52,589 35.0	4,300 2.9	4,851 3.2	3,902 2.6	3,339 2.2	11,074 7.4	7,744 5.2
Assistant Professor	157384	74033 47.0	83351 53.0	54,381 34.6	61,325 39.0	4,344 2.8	7,161 4.6	4,109 2.6	4,456 2.8	11,199 7.1	10,409 6.6
Instructor	92445	39927 43.2	52518 56.8	31,062 33.6	39,999 43.3	2,585 2.8	4,483 4.8	3,293 3.6	4,137 4.5	2,987 3.2	3,899 4.2
Lecturer	39319	17393 44.2	21926 55.8	14,288 36.3	17,475 44.4	838 2.1	1,143 2.9	1,153 2.9	1,540 3.9	1,114 2.8	1,768 4.5
Other Faculty	127084	63273 49.8	63811 50.2	47,491 37.4	46,937 36.9	3,231 2.5	5,560 4.4	3,129 2.5	3,523 2.8	9,422 7.4	7,791 6.1

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data (IPEDS) Spring 2016 through Spring 2018, Human Resources Component, Fall Staff section (Table was Prepared November 2018).



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Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2015, fall 2016, and fall 2017

Year, sex, and academic rank	Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or more races									Race/ethnicity unknown	Non-resident alien ²	
			Total	Per-cent ¹	Black	Hispanic	Asian/Pacific Islander			American Indian/Alaska Native	Two or more races			
							Total	Asian	Pacific Islander					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
2015³														
Total	807,109	575,752	167,372	22.5	44,106	35,811	77,456	76,298	1,158	3,530	6,469	22,359	41,626	
Professors	182,388	147,095	31,171	17.5	6,731	5,957	16,938	16,734	204	599	946	2,486	1,636	
Associate professors	158,082	116,754	35,132	23.1	9,090	6,978	17,285	17,067	218	608	1,171	3,070	3,126	
Assistant professors	173,409	115,226	40,251	25.9	10,874	7,634	19,432	19,132	300	639	1,672	6,577	11,355	
Instructors	99,915	73,052	21,673	22.9	7,264	6,890	5,696	5,467	229	862	961	3,563	1,627	
Lecturers	40,894	30,488	7,635	20.0	2,074	2,367	2,690	2,653	37	142	384	1,246	1,514	
Other faculty	152,421	93,137	31,510	25.3	8,073	5,985	15,415	15,245	170	680	1,357	5,407	22,367	
2016³														
Total	813,978	574,515	172,618	23.1	44,466	37,406	80,004	78,855	1,149	3,543	7,199	22,370	44,475	
Professors	182,604	145,831	32,428	18.2	6,843	6,215	17,737	17,546	191	612	1,021	2,507	1,838	
Associate professors	157,586	115,571	35,704	23.6	9,076	7,104	17,695	17,479	216	598	1,231	3,145	3,166	
Assistant professors	175,800	115,193	41,984	26.7	11,122	8,130	20,222	19,926	296	622	1,888	6,546	12,077	
Instructors	100,688	73,113	22,308	23.4	7,212	7,282	5,841	5,626	215	867	1,106	3,576	1,691	
Lecturers	41,401	30,817	7,570	19.7	1,974	2,423	2,569	2,526	43	150	454	1,386	1,628	
Other faculty	155,899	93,990	32,624	25.8	8,239	6,252	15,940	15,752	188	694	1,499	5,210	24,075	
Males	440,387	309,853	90,021	22.5	19,096	19,022	46,794	46,204	590	1,721	3,388	11,910	28,603	
Professors	123,780	98,336	22,292	18.5	4,044	3,957	13,266	13,135	131	376	649	1,726	1,426	
Associate professors	86,464	62,971	19,675	23.8	4,307	3,864	10,605	10,495	110	288	611	1,825	1,993	
Assistant professors	85,529	54,774	19,832	26.6	4,200	3,956	10,594	10,447	147	274	808	3,395	7,528	
Instructors	43,786	32,005	9,285	22.5	2,592	3,270	2,537	2,438	99	430	456	1,585	911	
Lecturers	18,494	13,903	3,104	18.3	860	1,013	982	965	17	61	188	677	810	
Other faculty	82,334	47,864	15,833	24.9	3,093	2,962	8,810	8,724	86	292	676	2,702	15,935	
Females	373,591	264,662	82,597	23.8	25,370	18,384	33,210	32,651	559	1,822	3,811	10,460	15,872	
Professors	58,824	47,495	10,136	17.6	2,799	2,258	4,471	4,411	60	236	372	781	412	
Associate professors	71,122	52,600	16,029	23.4	4,769	3,240	7,090	6,984	106	310	620	1,320	1,173	
Assistant professors	90,271	60,419	22,152	26.8	6,922	4,174	9,628	9,479	149	348	1,080	3,151	4,549	
Instructors	56,902	41,108	13,023	24.1	4,620	4,012	3,304	3,188	116	437	650	1,991	780	
Lecturers	22,907	16,914	4,466	20.9	1,114	1,410	1,587	1,561	26	89	266	709	818	
Other faculty	73,565	46,126	16,791	26.7	5,146	3,290	7,130	7,028	102	402	823	2,508	8,140	
2017³														
Total	821,168	573,560	178,947	23.8	45,427	39,099	83,342	82,142	1,200	3,460	7,619	23,439	45,222	
Professors	184,023	145,624	33,895	18.9	6,931	6,518	18,764	18,571	193	631	1,051	2,710	1,794	
Associate professors	157,820	114,978	36,492	24.1	9,151	7,241	18,249	18,014	235	569	1,282	3,306	3,044	
Assistant professors	178,858	115,706	43,707	27.4	11,505	8,565	20,980	20,700	280	628	2,029	6,875	12,570	
Instructors	98,793	71,061	22,506	24.1	7,068	7,430	6,035	5,802	233	851	1,122	3,374	1,852	
Lecturers	42,866	31,763	8,054	20.2	1,981	2,693	2,729	2,691	38	153	498	1,480	1,569	
Other faculty	158,808	94,428	34,293	26.6	8,791	6,652	16,585	16,364	221	628	1,637	5,694	24,393	
Males	440,842	306,914	92,679	23.2	19,423	19,690	48,348	47,759	589	1,689	3,529	12,410	28,839	
Professors	123,615	97,303	23,099	19.2	4,125	4,104	13,861	13,733	128	380	611	1,871	1,342	
Associate professors	86,158	62,389	19,919	24.2	4,300	3,902	10,805	10,692	113	269	511	1,935	1,915	
Assistant professors	86,151	54,381	20,502	27.4	4,344	4,109	10,904	10,771	133	295	850	3,554	7,714	
Instructors	42,882	31,062	9,357	23.2	2,585	3,293	2,558	2,458	100	429	492	1,473	990	
Lecturers	19,090	14,288	3,300	18.8	838	1,153	1,056	1,038	18	58	195	696	806	
Other faculty	82,946	47,491	16,502	25.8	3,231	3,129	9,164	9,067	97	258	720	2,881	16,072	
Females	380,326	266,646	86,268	24.4	26,004	19,409	34,994	34,383	611	1,771	1,090	11,029	16,383	
Professors	60,408	48,321	10,796	18.3	2,806	2,414	4,903	4,838	65	251	422	839	452	
Associate professors	71,662	52,589	16,573	24.0	4,851	3,339	7,444	7,322	122	300	639	1,371	1,129	
Assistant professors	92,707	61,325	23,205	27.5	7,161	4,456	10,076	9,929	147	333	1,179	3,321	4,856	
Instructors	55,911	39,999	13,149	24.7	4,483	4,137	3,477	3,344	133	422	630	1,901	862	
Lecturers	23,776	17,475	4,754	21.4	1,143	1,540	1,673	1,653	20	95	303	784	763	
Other faculty	75,862	46,937	17,791	27.5	5,560	3,523	7,421	7,297	124	370	917	2,813	8,321	

¹ Combined total of faculty who were Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and of Two or more races as a percentage of total faculty, excluding race/ethnicity unknown and nonresident alien.

² Race/ethnicity not collected.

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

NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. Race categories exclude persons of Hispanic ethnicity. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2016 through Spring 2018 Human Resources component, Fall Staff section. (This table was prepared November 2018.)



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Table 324.20. Doctor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2016-17

Year and sex	Number of degrees conferred ¹ to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races	Non-resident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Total															
1976-77 ²	91,218	79,932	3,575	1,533	1,674	240	---	4,264	100.0	91.9	4.1	1.8	1.9	0.3	---
1980-81 ³	97,281	84,200	3,893	1,924	2,267	312	---	4,685	100.0	90.9	4.2	2.1	2.4	0.3	---
1990-91	105,547	81,791	4,429	3,210	5,120	356	---	10,641	100.0	86.2	4.7	3.4	5.4	0.4	---
1999-2000	118,736	82,984	7,078	5,042	10,682	708	---	12,242	100.0	77.9	6.6	4.7	10.0	0.7	---
2000-01	110,585	82,321	7,035	5,204	11,687	705	---	13,733	100.0	77.0	6.6	4.9	10.8	0.7	---
2002-03	121,579	82,549	7,537	5,503	12,008	759	---	13,223	100.0	76.2	7.0	5.1	11.1	0.7	---
2003-04	126,087	84,695	8,089	5,795	12,371	771	---	14,366	100.0	75.8	7.2	5.2	11.1	0.7	---
2004-05	134,387	89,763	8,527	6,115	13,176	788	---	16,018	100.0	75.8	7.2	5.2	11.1	0.7	---
2005-06	138,056	91,050	8,523	6,202	13,686	929	---	17,666	100.0	75.6	7.1	5.2	11.4	0.8	---
2006-07	144,694	94,225	9,371	6,576	14,727	917	---	18,878	100.0	74.9	7.4	5.2	11.7	0.7	---
2007-08	149,190	97,701	9,451	6,933	15,170	932	---	19,003	100.0	75.0	7.3	5.3	11.7	0.7	---
2008-09	154,564	101,400	10,188	7,497	15,840	978	---	18,661	100.0	74.6	7.5	5.5	11.7	0.7	---
2009-10	158,590	104,419	10,413	8,085	16,560	952	---	18,161	100.0	74.4	7.4	5.8	11.8	0.7	---
2010-11	163,827	105,990	10,934	8,662	17,078	947	1,251	18,965	100.0	73.2	7.5	6.0	11.8	0.7	0.9
2011-12	170,217	109,365	11,794	9,223	17,896	915	1,571	19,453	100.0	72.5	7.8	6.1	11.9	0.6	1.0
2012-13	175,026	110,759	12,085	10,108	18,406	900	2,440	20,328	100.0	71.6	7.8	6.5	11.9	0.6	1.6
2013-14	177,587	110,157	12,621	10,665	19,118	861	2,966	21,199	100.0	70.4	8.1	6.8	12.2	0.6	1.9
2014-15	178,548	108,914	13,272	11,263	19,186	884	3,670	21,359	100.0	69.3	8.4	7.2	12.2	0.6	2.3
2015-16	178,134	107,235	13,377	11,781	19,614	811	3,782	21,534	100.0	68.5	8.5	7.5	12.5	0.5	2.4
2016-17	181,352	107,445	14,067	12,493	20,344	746	4,166	22,091	100.0	67.5	8.8	7.8	12.8	0.5	2.6
Males															
1976-77 ²	71,709	62,977	2,338	1,216	1,311	182	---	3,685	100.0	92.6	3.4	1.8	1.9	0.3	---
1980-81 ³	68,853	59,574	2,206	1,338	1,589	223	---	3,923	100.0	91.8	3.4	2.1	2.4	0.3	---
1990-91	64,242	48,812	1,991	1,835	3,038	196	---	8,370	100.0	87.4	3.6	3.3	5.4	0.4	---
1999-2000	64,930	45,308	2,762	2,602	5,467	333	---	8,458	100.0	80.2	4.9	4.6	9.7	0.6	---
2000-01	64,171	44,131	2,655	2,564	5,759	346	---	8,716	100.0	79.6	4.8	4.6	10.4	0.6	---
2002-03	62,730	42,569	2,735	2,671	5,683	358	---	8,714	100.0	78.8	5.1	4.9	10.5	0.7	---
2003-04	63,981	43,014	2,888	2,731	5,620	357	---	9,371	100.0	78.8	5.3	5.0	10.3	0.7	---
2004-05	67,257	44,749	2,904	2,863	5,913	370	---	10,458	100.0	78.8	5.1	5.0	10.4	0.7	---
2005-06	68,912	45,476	2,949	2,850	5,977	429	---	11,231	100.0	78.8	5.1	4.9	10.4	0.7	---
2006-07	71,311	46,215	3,223	3,037	6,449	421	---	11,966	100.0	77.9	5.4	5.1	10.9	0.7	---
2007-08	73,340	48,118	3,291	3,139	6,516	447	---	11,829	100.0	78.2	5.4	5.1	10.6	0.7	---
2008-09	75,674	49,880	3,531	3,388	6,914	460	---	11,501	100.0	77.7	5.5	5.3	10.8	0.7	---
2009-10	76,610	50,707	3,609	3,642	7,184	430	---	11,038	100.0	77.3	5.5	5.6	11.0	0.7	---
2010-11	79,672	51,688	3,838	3,990	7,545	454	557	11,600	100.0	75.9	5.6	5.9	11.1	0.7	0.8
2011-12	82,670	53,488	4,121	4,218	7,792	418	701	11,932	100.0	75.6	5.8	6.0	11.0	0.6	1.0
2012-13	85,080	54,196	4,310	4,473	8,190	400	1,085	12,426	100.0	74.6	5.9	6.2	11.3	0.6	1.5
2013-14	85,585	53,374	4,510	4,788	8,270	365	1,297	12,981	100.0	73.5	6.2	6.6	11.4	0.5	1.8
2014-15	84,922	52,069	4,464	5,011	8,330	410	1,678	12,960	100.0	72.4	6.2	7.0	11.6	0.6	2.3
2015-16	84,240	50,694	4,564	5,122	8,632	371	1,718	13,139	100.0	71.3	6.4	7.2	12.1	0.5	2.4
2016-17	84,646	50,003	4,791	5,421	8,906	307	1,780	13,438	100.0	70.2	6.7	7.6	12.5	0.4	2.5
Females															
1976-77 ²	19,509	16,955	1,237	317	363	58	---	579	100.0	89.6	6.5	1.7	1.9	0.3	---
1980-81 ³	28,428	24,626	1,687	586	678	89	---	762	100.0	89.0	6.1	2.1	2.5	0.3	---
1990-91	41,305	32,979	2,438	1,375	2,082	160	---	2,271	100.0	84.5	6.2	3.5	5.3	0.4	---
1999-2000	53,806	37,676	4,316	2,440	5,215	375	---	3,784	100.0	75.3	8.6	4.9	10.4	0.7	---
2000-01	55,414	38,190	4,380	2,640	5,828	359	---	4,017	100.0	74.3	8.5	5.1	11.3	0.7	---
2002-03	58,849	39,980	4,802	2,832	6,325	401	---	4,509	100.0	73.6	8.8	5.2	11.6	0.7	---
2003-04	62,106	41,681	5,201	3,064	6,751	414	---	4,995	100.0	73.0	9.1	5.4	11.8	0.7	---
2004-05	67,130	45,014	5,623	3,252	7,263	418	---	5,560	100.0	73.1	9.1	5.3	11.8	0.7	---
2005-06	69,144	45,574	5,574	3,352	7,709	500	---	6,435	100.0	72.7	8.9	5.3	12.3	0.8	---
2006-07	73,383	48,010	6,148	3,539	8,278	496	---	6,912	100.0	72.2	9.2	5.3	12.5	0.7	---
2007-08	75,850	49,583	6,160	3,794	8,654	485	---	7,174	100.0	72.2	9.0	5.5	12.6	0.7	---
2008-09	78,890	51,520	6,657	4,109	8,926	518	---	7,160	100.0	71.8	9.3	5.7	12.4	0.7	---
2009-10	81,980	53,712	6,804	4,443	9,376	522	---	7,123	100.0	71.8	9.1	5.9	12.5	0.7	---
2010-11	84,155	54,302	7,096	4,672	9,533	493	694	7,365	100.0	70.7	9.2	6.1	12.4	0.6	0.9
2011-12	87,547	55,877	7,673	5,005	10,104	497	870	7,521	100.0	69.8	9.6	6.3	12.6	0.6	1.1
2012-13	89,946	56,563	7,775	5,635	10,216	500	1,355	7,902	100.0	68.9	9.5	6.9	12.5	0.6	1.7
2013-14	92,002	56,783	8,111	5,877	10,848	496	1,669	8,218	100.0	67.8	9.7	7.0	12.9	0.6	2.0
2014-15	93,626	56,845	8,808	6,252	10,856	474	1,992	8,399	100.0	66.7	10.3	7.3	12.7	0.6	2.3
2015-16	93,894	56,541	8,813	6,659	10,982	440	2,064	8,395	100.0	66.1	10.3	7.8	12.8	0.5	2.4

Year and sex	Number of degrees conferred ¹ to U.S. citizens, permanent residents, and nonresident aliens								Percentage distribution of degrees conferred ¹ to U.S. citizens and permanent residents						
	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races	Nonresident alien	Total	White	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Two or more races
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
2016-17	96,706	57,442	9,276	7,072	11,438	439	2,386	8,653	100.0	65.2	10.5	8.0	13.0	0.5	2.7

---Not available.

¹ Includes Ph.D., Ed.D., and comparable degrees at the doctoral level, as well as such degrees as M.D., D.D.S., and law degrees that were classified as first-professional degrees prior to 2010-11.

² Excludes 500 males and 12 females whose racial/ethnic group was not available.

³ Excludes 714 males and 21 females whose racial/ethnic group was not available.

NOTE: Data through 1990-91 are for institutions of higher education, while later data are for postsecondary institutions participating in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. For 1989-90 and later years, 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. Detail may not sum to totals because of rounding. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; Integrated Postsecondary Education Data System (IPEDS), "Completions Survey" (IPEDS-C:90-99); and IPEDS Fall 2000 through Fall 2017, Completions component. (This table was prepared August 2018.)

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NCAA Coaching Data

HEAD COACHES	Total	TM	TF	WM	WF	BM	BF	HM	HF	OM	OF
Baseball Mens	295	295	0	267	0	13	0	10	0	5	0
Basketball Mens	352	352	0	250	0	97	0	2	0	3	0
Basketball Womens	349	142	207	111	150	27	53	2	2	2	2
Cross County Mens	315	277	38	221	30	46	7	5	1	5	0
Cross County Womens	348	276	72	218	51	48	19	5	1	5	1
Football Mens	253	252	1	208	1	37	0	1	0	6	0
Lacrosse Women's	112	13	99	10	90	1	4	0	1	2	4
Soccer Mens	196	196	0	171	0	12	0	11	0	2	0
Soccer Womens	318	228	90	202	84	11	2	3	1	7	3
Softball Womens	300	108	192	90	174	10	9	2	3	6	6
Swimming Womens	202	166	36	158	33	2	1	3	1	3	1
Track Indoor Mens	263	233	30	177	17	48	13	3	0	5	0
Track Indoor Womens	334	270	64	207	41	53	23	4	0	6	0
Track Outdoor Mens	283	252	31	190	19	52	12	5	0	5	0
Track Outdoor Womens	341	276	65	210	41	54	24	6	0	6	0
Volleyball Womens	333	173	160	151	125	6	22	6	7	10	6
ASSISTANT COACHES											
Baseball Mens	782	777	5	708	5	27	0	21	0	21	0
Basketball Mens	1,077	1,071	6	517	5	523	1	10	0	21	0
Basketball Womens	1,023	358	665	201	306	140	329	7	10	10	20
Cross County Mens	469	358	111	266	84	70	23	10	2	12	2
Cross County Womens	500	351	149	263	115	68	26	8	3	12	5
Football Mens	3,011	2,988	23	1843	21	961	2	37	0	147	0
Lacrosse Women's	225	29	196	29	182	0	4	0	1	0	9
Soccer Mens	441	436	5	348	5	29	0	39	0	20	0
Soccer Womens	648	334	314	281	277	18	10	19	15	16	12
Softball Womens	611	143	468	118	402	11	22	10	25	4	19
Swimming Womens	529	323	206	282	184	9	4	8	3	24	15
Track Indoor Mens	1,070	842	228	575	141	214	81	14	1	39	5
Track Indoor Womens	1,250	934	316	625	191	246	112	17	1	46	12
Track Outdoor Mens	1,145	894	251	603	152	230	90	19	1	42	8
Track Outdoor Womens	1,253	935	318	629	190	243	113	18	1	45	14
Volleyball Womens	647	338	309	271	240	13	41	15	13	39	15
Total	19,275	14,620	4,655	10,400	3,356	3,319	1,047	325	93	576	159
Percentage	100.0%	75.8%	24.2%	54.0%	17.4%	17.2%	5.4%	1.7%	0.5%	3.0%	0.8%



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Head Coaches

2017 - 2018 Division I All Conferences Figures

Men's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Baseball	267	0	13	0	0	0	1	0	10	0	1	0	2	0	0	0	4	0	298	0
Basketball	250	0	97	0	1	0	0	0	2	0	0	0	3	0	0	0	2	0	355	0
Cross Country	221	30	46	7	0	0	2	0	5	1	0	0	1	0	3	2	3	0	281	40
Fencing	16	3	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	18	3
Football	208	1	37	0	2	0	0	0	1	0	2	0	1	0	0	0	2	0	253	1
Golf	280	1	10	0	0	0	3	0	0	0	0	0	0	0	2	0	4	0	299	1
Gymnastics	14	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	15	0
Ice Hockey	57	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	61	0
Lacrosse	67	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	71	0
Rifle	14	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	15	3
Rowing	27	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	2
Skiing	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	0
Soccer	171	0	12	0	0	0	1	0	11	0	0	0	2	0	10	0	1	0	208	0
Swimming	126	11	2	0	0	0	3	0	1	0	0	0	0	0	2	0	1	0	135	11
Tennis	196	3	16	1	1	0	5	1	16	0	0	0	2	0	13	0	4	0	253	5
Track, Indoor	177	17	48	13	0	0	1	0	3	0	0	0	1	0	4	2	4	0	238	32
Track, Outdoor	190	19	52	12	0	0	1	0	5	0	0	0	1	0	4	2	4	0	257	33
Volleyball	20	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	22	0
Water Polo	23	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	26	0
Wrestling	72	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	77	0
Other	36	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	39	2

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Basketball	111	150	27	53	0	0	1	1	2	2	0	0	0	1	0	1	1	1	142	209
Beach Volleyball	31	16	0	2	0	0	0	0	0	0	0	0	0	1	2	1	1	0	34	20
Bowling	8	13	9	5	0	0	0	0	0	0	0	0	0	0	0	1	0	0	17	19
Cross Country	218	51	48	19	0	0	2	0	5	1	0	0	1	0	3	1	3	0	280	72
Fencing	18	4	1	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0	21	6
Field Hockey	11	56	0	0	0	0	0	1	1	2	0	0	0	2	2	2	0	1	14	64
Golf	93	153	5	2	0	0	0	2	1	1	1	0	0	2	1	6	0	2	101	168

Women's Teams																				
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Gymnastics	22	31	2	0	0	0	2	2	1	1	0	0	0	2	0	0	1	0	28	36
Ice Hockey	24	7	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	1	26	9
Lacrosse	10	90	1	4	0	0	1	1	0	1	0	0	0	0	0	3	1	3	13	102
Rifle	17	7	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	18	7
Rowing	48	37	1	0	0	0	3	0	0	0	0	0	0	1	0	0	1	0	53	38
Skiing	14	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	3
Soccer	202	84	11	2	1	0	3	0	8	1	0	1	1	1	11	3	3	2	240	94
Softball	90	174	10	9	1	2	1	2	2	3	2	2	0	1	0	0	2	0	108	193
Swimming	162	34	2	1	0	0	2	0	2	0	0	0	0	0	2	0	5	0	175	35
Tennis	157	80	17	8	1	0	6	7	11	6	0	0	1	0	11	8	4	2	208	111
Track, Indoor	207	41	53	23	0	0	3	0	4	0	0	0	1	1	4	1	3	0	275	66
Track, Outdoor	210	41	54	24	0	0	3	0	6	0	0	0	1	1	4	1	3	0	281	67
Triathlon	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Volleyball	151	125	6	22	0	1	5	2	6	7	3	2	0	1	5	1	2	1	178	162
Water Polo	22	9	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	26	9
Other	35	34	0	1	0	0	0	0	0	0	0	1	0	0	2	0	0	0	37	36

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Assistant Coaches

2017 - 2018 Division I All Conferences Figures

Sport	Men's Teams																				Total
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other				
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
Baseball	708	5	27	0	0	0	4	0	21	0	0	0	4	0	2	0	17	0	783	5	
Basketball	517	5	523	1	2	0	4	0	10	0	0	0	11	0	8	0	15	0	1,090	6	
Cross Country	266	84	70	23	1	0	3	0	10	2	1	0	2	0	4	2	7	2	364	113	
Fencing	28	6	0	0	0	0	2	0	0	0	0	1	0	0	1	0	7	2	38	9	
Football	1,843	21	961	2	4	0	10	0	37	0	38	0	33	0	4	0	95	0	3,025	23	
Golf	204	14	2	0	0	0	2	1	1	1	0	0	3	0	9	0	7	0	228	16	
Gymnastics	25	0	1	0	0	0	3	0	3	0	0	0	0	0	0	0	1	0	33	0	
Ice Hockey	136	2	0	0	0	0	1	0	0	0	0	0	1	0	6	0	3	0	147	2	
Lacrosse	173	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	7	0	184	0	
Rifle	8	3	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	9	4	
Rowing	60	4	1	1	0	0	1	0	0	0	0	0	0	0	1	0	2	0	65	5	
Skiing	8	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	10	3	
Soccer	348	5	29	0	0	0	3	0	39	0	0	0	1	0	35	0	17	0	472	5	
Swimming	249	117	8	3	1	0	8	2	9	2	0	1	3	1	9	1	12	4	299	131	
Tennis	150	15	14	0	0	0	10	0	8	3	1	0	5	1	55	6	15	1	258	26	
Track, Indoor	575	141	214	81	3	1	5	0	14	1	1	0	5	3	12	2	30	4	859	233	
Track, Outdoor	603	152	230	90	3	2	8	1	19	1	1	0	9	3	13	2	30	5	916	256	
Volleyball	31	1	1	0	0	0	4	0	0	0	0	0	1	0	1	0	4	0	42	1	
Water Polo	27	5	1	1	0	0	0	0	1	0	0	0	0	1	3	1	1	0	33	8	
Wrestling	146	3	16	0	0	0	4	0	6	0	0	0	0	0	0	0	8	0	180	3	
Other	74	13	3	0	0	0	1	1	0	0	0	0	0	0	3	0	7	3	88	17	

Sport	Women's Teams																				Total
	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other				
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W			
Basketball	201	306	140	329	0	1	3	8	7	10	1	0	2	16	6	9	6	11	366	690	
Beach Volleyball	31	22	0	1	0	1	1	0	4	0	0	2	0	0	1	2	2	1	39	29	
Bowling	6	8	2	3	0	0	0	0	0	0	0	0	0	0	1	1	0	0	9	12	
Cross Country	263	115	68	26	1	0	3	1	8	3	1	0	2	1	4	6	7	4	357	156	
Fencing	32	9	1	1	0	0	2	0	0	0	0	1	0	0	2	0	7	2	44	13	
Field Hockey	20	108	1	2	0	0	0	0	2	2	0	0	1	2	10	6	4	4	38	124	

Women's Teams																					
Sport	White		Black		American Indian/Alaskan Native		Asian		Hispanic/Latino		Native Hawaiian/Pacific Islander		Two or More Races		Nonresident Alien		Other		Total		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	
Golf	86	98	2	0	0	0	0	7	0	2	0	1	0	2	4	9	1	5	93	124	
Gymnastics	53	49	2	6	0	0	0	0	2	1	0	0	0	0	0	0	5	5	62	61	
Ice Hockey	31	37	0	0	0	0	1	2	0	0	0	0	0	0	1	3	2	2	35	44	
Lacrosse	29	182	0	4	0	0	0	1	0	1	0	0	1	2	1	2	0	8	31	200	
Rifle	12	5	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	13	6	
Rowing	60	154	1	2	0	0	2	0	1	3	0	0	2	3	1	3	4	9	71	174	
Skiing	12	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	14	3	
Soccer	281	277	18	10	0	1	6	2	19	15	1	1	3	4	27	11	9	8	364	329	
Softball	118	402	11	22	0	0	0	6	10	25	0	4	2	10	2	5	4	9	147	483	
Swimming	282	184	9	4	1	0	9	7	8	3	0	2	2	5	8	5	14	6	333	216	
Tennis	109	84	11	5	0	0	7	10	4	16	1	0	0	3	37	33	7	3	176	154	
Track, Indoor	625	191	246	112	2	2	9	3	17	1	1	0	11	4	15	6	34	7	960	326	
Track, Outdoor	629	190	243	113	2	2	10	3	18	1	1	0	12	4	15	7	32	9	962	329	
Triathlon	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Volleyball	271	240	13	41	2	1	21	2	15	13	6	6	8	7	12	11	10	6	358	327	
Water Polo	14	25	0	0	0	0	3	1	0	2	0	1	0	1	0	2	0	0	17	32	
Other	37	38	1	1	0	0	1	2	0	0	0	0	1	1	2	0	7	6	49	48	

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