



Illinois Department of Commerce and Economic Opportunity

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SECTION 2

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Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: **Grand Total**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D		
Officials / Managers	169	97	76	7	8	6	0	8	72	64	7	1	0	0	4	57.4%	42.6%	82.8%	8.3%	5.3%	3.6%	0.0%	7.1%		
Professionals	211	98	79	12	3	4	0	8	113	92	17	3	1	0	5	46.4%	53.6%	81.0%	13.7%	2.8%	2.4%	0.0%	6.2%		
Technicians	4	1	1	0	0	0	0	0	3	3	0	0	0	0	0	25.0%	75.0%	100.0%	0.0%	0.0%	0.0%	0.0%			
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Para-professionals	16	1	0	0	1	0	0	0	15	11	3	1	0	0	2	6.3%	93.8%	68.8%	18.8%	12.5%	0.0%	0.0%			
Office / Clerical	8	1	0	0	1	0	0	0	7	4	3	0	0	0	2	12.5%	87.5%	50.0%	37.5%	12.5%	0.0%	12.5%			
Skilled Craft	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	66.7%	0.0%	33.3%	0.0%	25.0%			
Service / Maintenance	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%			
TOTAL	414	204	161	19	14	10	0	16	210	174	30	5	1	0	13	49.3%	50.7%	80.9%	11.8%	4.6%	2.7%	0.0%			

Grand Total Employees for All Regions:		Males: 204		Females: 210		Total Minorities: 79	
		49.3%		50.7%		19.1%	
White: 335		Afr Am: 49		Hispanic: 19		Asian: 11	
80.9%		11.8%		4.6%		2.7%	
						Nat Am: 0	
						Disabled: 29	
						7.0%	

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 1

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D								
Officials / Managers	56	31	17	4	6	4		1	25	19	5	1				55.4%	44.6%	64.3%	16.1%	12.5%	7.1%	0.0%	1.8%								
Professionals	51	21	14	6	1			1	30	13	13	3	1		1	41.2%	58.8%	52.9%	37.3%	7.8%	2.0%	0.0%	3.9%								
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%									
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%									
Para-professionals	4	1			1				3	1	2				1	25.0%	75.0%	25.0%	50.0%	25.0%	0.0%	25.0%									
Office / Clerical	4	1			1				3		3				1	25.0%	75.0%	0.0%	75.0%	25.0%	0.0%	25.0%									
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%									
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%									
TOTAL	115	54	31	10	9	4	0	2	61	33	23	4	1	0	3	47.0%	53.0%	55.7%	28.7%	11.3%	4.3%	0.0%	4.3%								

Grand Total Employees for Region 1:		Males: 54		Females: 61		Total Minorities: 51	
		47.0%		53.0%		44.3%	
White: 64	Afr Am: 33	Hispanic: 13	Asian: 5	Nat Am: 0	Disabled: 5		
55.7%	28.7%	11.3%	4.3%	0.0%	4.3%		

DHR-9 (Rev. 10-06) W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 2

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES									
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	F	M	AA	H	A	NA	D
Officials / Managers	2	1	1						1	1						50.0%	50.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	2	2	2						0							100.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	4	3	3	0	0	0	0	0	1	1	0	0	0	0	0	75.0%	25.0%		100.0%	0.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 2:		Males: 3		Females: 1		Total Minorities: 0	
White: 4	100.0%	Afr Am: 0	0.0%	Hispanic: 0	0.0%	Asian: 0	0.0%
		Nat Am: 0	0.0%	Disabled: 0	0.0%		

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 3

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
Officials / Managers	3	2	1		1				1	1						66.7%	0.0%	33.3%	0.0%	0.0%	0.0%
Professionals	1	1	1						0							100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	4	3	2	0	1	0	0	0	1	1	0	0	0	0	0	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 3:		Males: 3 75.0%		Females: 1 25.0%		Total Minorities: 1 25.0%	
White: 3 75.0%	Afr Am: 0 0.0%	Hispanic: 1 25.0%	Asian: 0 0.0%	Nat Am: 0 0.0%	Disabled: 0 0.0%		

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 4

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
Officials / Managers	1	1	1						0							100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	1	1		1					0							100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 4:		Males: 2		Females: 0		Total Minorities: 1	
White: 1	50.0%	Afr Am: 1	50.0%	Hispanic: 0	0.0%	Asian: 0	0.0%
						Nat Am: 0	0.0%
						Disabled: 0	0.0%

DHR-9 (Rev. 10-06)

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 5

EEO Category	Grand Total	MALES					FEMALES					PERCENTAGES				
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	
Officials / Managers	1	1	1						0							
Professionals	0	0							0							
Technicians	0	0							0							
Protective Service	0	0							0							
Para-Professionals	0	0							0							
Office / Clerical	0	0							0							
Skilled Craft	0	0							0							
Service / Maintenance	0	0							0							
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	

Grand Total Employees for Region 5:		Males: 1		Females: 0		Total Minorities: 0	
		100.0%		0.0%		0.0%	
White: 1	100.0%	Afr Am: 0	0.0%	Hispanic: 0	0.0%	Asian: 0	0.0%
						Nat Am: 0	0.0%
						Disabled: 0	0.0%

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 6

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D		
Officials / Managers	1	1	1						0							100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

Grand Total Employees for Region 6:

Males: 1
100.0%

Females: 0
0.0%

Total Minorities: 0
0.0%

White: 1
100.0%

Afr Am: 0
0.0%

Hispanic: 0
0.0%

Asian: 0
0.0%

Nat Am: 0
0.0%

Disabled: 0
0.0%

HR-9 (Rev. 10-06)

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 7

EEO Category	Grand Total	MALES							FEMALES							PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	F	W	AA	H	A	NA	D	
Officials / Managers	97	54	50	3		1		6	43	41	2				4	55.7%	44.3%	93.8%	5.2%	0.0%	1.0%	0.0%	10.3%
Professionals	145	67	57	4	2	4		6	78	74	4				4	46.2%	53.8%	90.3%	5.5%	1.4%	2.8%	0.0%	6.9%
Technicians	4	1	1						3	3						25.0%	75.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	12	0								12	10	1	1		1	0.0%	100.0%	83.3%	8.3%	0.0%	0.0%	0.0%	8.3%
Office / Clerical	3	0							3	3					1	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	33.3%
Skilled Craft	3	3	2		1				0							100.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%
Service / Maintenance	3	3	3						0							100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	267	128	113	7	3	5	0	12	139	131	7	1	0	0	10	47.9%	52.1%	91.4%	5.2%	1.5%	1.9%	0.0%	8.2%

Grand Total Employees for Region 7:		Males: 128 47.9%		Females: 139 52.1%		Total Minorities: 23 8.6%	
White: 244 91.4%	Afr Am: 14 5.2%	Hispanic: 4 1.5%	Asian: 5 1.9%	Nat Am: 0 0.0%	Disabled: 22 8.2%		

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 8

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
Officials / Managers	1	1	1						0							100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	1	0							1	1						100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 8:

White: 2	100.0%	Afr Am: 0	0.0%	Hispanic: 0	0.0%	Asian: 0	0.0%	Nat Am: 0	0.0%	Disabled: 0	0.0%
Total Minorities: 0 0.0%											

DHR-9 (Rev. 10-06)

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 9

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
Officials / Managers	1	0							1	1						100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	1	1		1					0							0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 9:

Grand Total Employees for Region 9:									
Males:		1		50.0%		Females:		1	
								50.0%	
Total Minorities:		1		50.0%					
White:		1		50.0%		Afr Am:		1	
								50.0%	
Hispanic:		0		0.0%		Asian:		0	
								0.0%	
Nat Am:		0		0.0%		Disabled:		0	
								0.0%	

DHR-9 (Rev. 10-00)

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 10

EEO Category	Grand Total	MALES							FEMALES							PERCENTAGES						
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	F	W	AA	H	A	NA	D
Officials / Managers	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	1	0							1	1						100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grand Total Employees for Region 10:

Males: 0
0.0%

Females: 1
100.0%

Total Minorities: 0
0.0%

White: 1
100.0%

Afr Am: 0
0.0%

Hispanic: 0
0.0%

Asian: 0
0.0%

Nat Am: 0
0.0%

Disabled: 0
0.0%

DHR-9 (Rev. 10-06)

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Analysis by Region

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

Region: 11

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES								
		Total			Total			Total			Total			W	F	AA	H	A	NA	D		
		W	AA	A	H	A	NA	D	Total	W	AA	A	H								A	NA
Officials / Managers	3	2	2					1	1						66.7%	33.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	8	5	5				1	3	3						62.5%	37.5%	100.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Technicians	0	0						0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0						0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0						0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	1	0						1	1						0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0						0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0						0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	12	7	7	0	0	0	0	1	5	5	0	0	0	0	56.3%	41.7%	100.0%	0.0%	0.0%	0.0%	0.0%	8.3%

Grand Total Employees for Region 11:

Grand Total Employees for Region 11:														
			Males:	7	Females:	5	Total Minorities:	0						
				58.3%		41.7%		0.0%						
White:	12		Afr Am:	0	Hispanic:	0	Asian:	0	Nat Am:	0	Disabled:	1		
	100.0%			0.0%		0.0%		0.0%		0.0%		8.3%		

Summary of Workforce Analysis by Region

Agency:

Region: Out of Country

Reporting Period: 4th Quarter - FY08

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES							
		Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
Officials / Managers	3	3	1		1	1		1	0							33.3%	0.0%	33.3%	33.3%	0.0%	33.3%
Professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technicians	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Para-professionals	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Office / Clerical	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service / Maintenance	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	3	3	1	0	1	1	0	1	0	0	0	0	0	0	0	33.3%	0.0%	33.3%	33.3%	0.0%	33.3%

Grand Total Employees for Region 11:

Males: 3 100.0% Females: 0 0.0% Total Minorities: 2 66.7%

White: 1 33.3%	Afr Am: 0 0.0%	Hispanic: 1 33.3%	Asian: 1 33.3%	Nat Am: 0 0.0%	Disabled: 1 33.3%
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W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Transactions Report by EEO Category

Agency: Dept. of Commerce and Economic Opportunity
Reporting Period: Year End-FY08

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
		Total					W					AA					H					A					NA					D					Total					W					AA					H					A					NA					D																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														

W=White AA=African American H=Hispanic A=Asians NA=Native American D=Disabled

Summary of Workforce Transactions Report by EEO Category

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

EEO Category: OFFICIALS / MANAGERS

Transaction	Grand Total		MALES						FEMALES						PERCENTAGES								
	Total		W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D
New Hires	5	3	2		1				2	2						60.0%	40.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%
Promotions	1	0							1	1						0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Intra-Agency Transfers	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Suspensions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Separations	7	4	4						3	3						57.1%	42.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discharges	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay Off	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Demotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reductions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reinstatements	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reemployment	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Upward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Downward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

W=White AA=African American H-Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Transactions Report by EEO Category

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

EEO Category: PROFESSIONALS

Transaction	Grand Total		MALES						FEMALES						PERCENTAGES									
	Total	Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D	
New Hires	3	0			0				3	1	2						0.0%	100.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Intra-Agency Transfers	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Suspensions	1	1		1					0							100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Separations	1	1		1					0							100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	
Discharges	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Lay Off	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Demotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Reductions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Reinstatements	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Reemployment	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Upward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Downward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

* The Department is in the process of hiring a well qualified Licensed Medical Technologist to replace the position vacated by the employee who was terminated on 01/01/2023.

* The Department is in the process of hiring a well-qualified Hispanic Male professional in Region 1.

W=White AA= African American H=Hispanic A=Asian NA=Native American D=Disabled

Summary of Workforce Transactions Report by EEO Category

Agency: Dept. of Commerce and Economic Opportunity

Reporting Period: 4th Quarter-FY08

EEO Category: PARAPROFESSIONALS

Transaction	Grand Total		MALES								FEMALES								PERCENTAGES							
	Total		W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	M	F	W	AA	H	A	NA	D			
New Hires	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Promotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Intra-Agency Transfers	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Suspensions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Separations	2	0							2	1	1					0.0%	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%			
Discharges	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Lay Off	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Demotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Reductions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Reinstatements	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Reemployment	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Upward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Downward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			

W=White AA= African American H-Hispanic A=Asian NA=Native American D=Disabled

DHR-10 (Rev. 5-08)

Summary of Workforce Transactions Report by EEO Category

Agency: Dept. of Commerce and Economic Opportunity

EEO Category: OFFICE - CLERICAL

Reporting Period: 4th Quarter-FY08

Transaction	Grand Total		MALES						FEMALES						PERCENTAGES						
	Total	Total	W	AA	H	A	NA	D	Total	W	AA	H	A	NA	D	W	AA	H	A	NA	D
New Hires	1	0							1	1						100.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Intra-Agency Transfers	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Suspensions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Separations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discharges	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay Off	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Demotions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reductions	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reinstatements	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reemployment	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Upward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Downward Reallocations	0	0							0							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

W=White AA=African American H=Hispanic A=Asian NA=Native American D=Disabled

Data as of: 6/30/2008

Officials/Managers	Males										Females										Percentage									
	Total					M					F					M					F									
	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	M	F	W	AA	H	A	NA	M	F	W	AA	H	A	NA			
\$0 - \$9,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
\$10,000 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
\$20,000 - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
\$30,000 - \$39,999	2	0	0	0	0	0	0	0	2	0	0	0	0	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%			
\$40,000 - \$49,999	2	2	2	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%			
\$50,000 - \$59,999	15	5	3	2	0	0	0	10	7	2	0	1	0	33.3%	66.7%	66.7%	26.7%	0.0%	0.0%	0.0%	33.3%	66.7%	66.7%	26.7%	0.0%	6.7%	0.0%			
\$60,000 - \$69,999	46	22	16	3	0	3	0	24	21	2	1	0	0	47.8%	52.2%	80.4%	10.9%	2.2%	0.0%	47.8%	52.2%	80.4%	10.9%	2.2%	0.0%	0.0%				
\$70,000 - \$79,999	47	22	21	0	1	0	0	25	23	2	0	0	0	46.8%	53.2%	93.6%	4.3%	2.1%	0.0%	46.8%	53.2%	93.6%	4.3%	2.1%	0.0%	0.0%				
\$80,000 - \$89,999	31	25	20	0	4	1	0	6	6	0	0	0	0	80.6%	19.4%	83.9%	0.0%	12.9%	3.2%	80.6%	19.4%	83.9%	0.0%	12.9%	3.2%	0.0%				
\$90,000 - \$99,999	19	13	8	2	2	1	0	6	6	0	0	0	0	68.4%	31.6%	73.7%	10.5%	11.1%	5.3%	68.4%	31.6%	73.7%	10.5%	11.1%	5.3%	0.0%				
\$100,000+	9	7	5	0	1	1	0	2	1	1	0	0	0	77.8%	22.2%	66.7%	11.1%	11.1%	11.1%	77.8%	22.2%	66.7%	11.1%	11.1%	11.1%	0.0%				
Total	171	96	75	7	8	6	0	75	66	7	1	1	0	56.1%	43.9%	82.5%	8.2%	5.3%	4.1%	56.1%	43.9%	82.5%	8.2%	5.3%	4.1%	0.0%				

Agency: Department of Commerce and Economic Opportunity

Data as of: 6/30/2008

Professionals	Males										Females										Percentage									
	Total					M					F					M					F					Percentage				
	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA					
\$0 - \$9,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
\$10,000 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
\$20,000 - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
\$30,000 - \$39,999	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
\$40,000 - \$49,999	28	8	7	1	0	0	0	1	1	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%					
\$50,000 - \$59,999	67	31	27	3	0	1	0	20	14	5	0	1	0	28.6%	71.4%	75.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
\$60,000 - \$69,999	76	34	26	4	1	3	0	36	32	2	2	0	0	46.3%	53.7%	88.1%	7.5%	3.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
\$70,000 - \$79,999	29	19	13	4	2	0	0	42	34	8	0	0	0	44.7%	55.3%	78.8%	15.8%	1.3%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
\$80,000 - \$89,999	9	6	6	0	0	0	0	10	6	3	1	0	0	65.5%	34.5%	65.5%	24.1%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
\$90,000 - \$99,999	0	0	0	0	0	0	0	3	3	0	0	0	0	66.7%	33.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
\$100,000+	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					
Total	210	98	79	12	3	4	0	112	90	18	3	1	0	46.7%	53.3%	80.5%	14.3%	2.9%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					

Agency: Department of Commerce and Economic Opportunity

Data as of: 6/30/2008

Technicians	Males										Females										Percentage									
	Grand Total					Total					M					F					Percentage									
	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total						
\$0 - \$9,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$10,000 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$20,000 - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$30,000 - \$39,999	2	0	0	0	0	2	2	0	0	0	0	2	0	0	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$40,000 - \$49,999	2	1	0	0	0	1	1	0	0	0	0	50.0%	100.0%	0.0%	0.0%	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$50,000 - \$59,999	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$60,000 - \$69,999	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$70,000 - \$79,999	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$80,000 - \$89,999	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$90,000 - \$99,999	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
\$100,000+	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						
Total	4	1	0	0	0	3	3	0	0	0	0	25.0%	75.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						

Skilled Craft	Males										M					Females					F					Percentage																																							
	Total					W					AA					H					A					NA					W					F					M					AA					H					A					NA				
	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA																												
\$0 - \$9,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$10,000 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$20,000 - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$30,000 - \$39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$40,000 - \$49,999	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$50,000 - \$59,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$60,000 - \$69,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$70,000 - \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$80,000 - \$89,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$90,000 - \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
\$100,000+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
Total	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																										
SC																																																																	

SC

Service/Maintenance	Males										M					Females					F					Percentage						
	Total					W	AA	H	A	NA	Total					W	AA	H	A	NA	Total					W	AA	H	A	NA		
	Grand Total	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	Total	W	AA	H	A	NA	
\$0 - \$9,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$10,000 - \$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$20,000 - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$30,000 - \$39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$40,000 - \$49,999	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$50,000 - \$59,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$60,000 - \$69,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$70,000 - \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$80,000 - \$89,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$90,000 - \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
\$100,000+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SM																																

SM

Grand Total M W AA H A NA F W AA H A NA

Totals from DHR-32 416.0 203.0 160.0 19.0 14.0 10.0 0.0 213.0 174.0 32.0 5.0 2.0 0.0

Check from FY08 417.0 203.0 160.0 19.0 14.0 10.0 0.0 214.0 174.0 32.0 5.0 2.0 0.0

\$0 - \$9,999 0.0 0.0 1

\$10,000 - \$19,999 0.0 0.0 2

\$20,000 - \$29,999 0.0 0.0 3

\$30,000 - \$39,999 13.0 13.0 4

\$40,000 - \$49,999 54.0 54.0 5

\$50,000 - \$59,999 83.0 83.0 6

\$60,000 - \$69,999 122.0 123.0 7

\$70,000 - \$79,999 76.0 76.0 8

\$80,000 - \$89,999 40.0 40.0 9

\$90,000 - \$99,999 19.0 19.0 10

\$100,000+ 9.0 9.0 11

Total 416.0 417.0

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: 1 AMERICANS
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	1	0.15	U.S. Census Bureau
2. Unemployed in region	287,188	103,894	36.2%	2	0.72	IL Department of Employment Security
3. Total employed in region	3,900,294	571,670	14.7%	2	0.29	IL Department of Employment Security
4. Those having requisite skills in the region	618,175	61,680	10.0%	30	2.99	U.S. Census Bureau
5. Those having requisite skills in the region in state government	2,286	723	31.6%	35	11.07	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	51	19	37.3%	20	7.45	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	50,172	5,963	11.9%	10	1.19	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	19.10	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain

*Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 1
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	1	0.13	U.S. Census Bureau
2. Unemployed in region	287,188	57,469	20.0%	2	0.40	IL Department of Employment Security
3. Total employed in region	3,900,294	569,936	14.6%	2	0.29	IL Department of Employment Security
4. Those having requisite skills in the region	618,175	38,688	6.3%	30	1.88	U.S. Census Bureau
5. Those having requisite skills in the region in state government	2,286	198	8.7%	35	3.03	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	51	4	7.8%	20	1.57	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	50,172	3,838	7.6%	10	0.76	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	6.45	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain

*Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 1
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	1	0.51	U.S. Census Bureau
2. Unemployed in region	287,188	131,638	45.8%	2	0.92	IL Department of Employment Security
3. Total employed in region	3,900,294	1,819,999	46.7%	2	0.93	IL Department of Employment Security
4. Those having requisite skills in the region	618,175	244,044	39.5%	30	11.84	U.S. Census Bureau
5. Those having requisite skills in the region in state government	2,286	1,146	50.1%	35	17.55	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	51	27	52.9%	20	10.59	DCEO Human Resource DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	50,172	29,626	59.0%	10	5.90	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	38.59	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: 1
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	1	0.04	U.S. Census Bureau
2. Unemployed in region	287,188	10,823	3.8%	2	0.08	IL Department of Employment Security
3. Total employed in region	3,900,294	199,201	5.1%	2	0.10	IL Department of Employment Security
4. Those having requisite skills in the region	618,175	26,469	4.3%	30	1.28	U.S. Census Bureau
5. Those having requisite skills in the region in state government	2,286	103	4.5%	35	1.58	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	51	1	2.0%	20	0.39	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	50,172	4,709	9.4%	10	0.94	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	3.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: 1 AMERICANS
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	1	0.00	U.S. Census Bureau
2. Unemployed in region	287,188	1,178	0.4%	2	0.01	IL Department of Employment Security
3. Total employed in region	3,900,294	8,797	0.2%	2	0.00	IL Department of Employment Security
4. Those having requisite skills in the region	618,175	652	0.1%	40	0.04	U.S. Census Bureau
5. Those having requisite skills in the region in state government	2,286	5	0.2%	40	0.09	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	51	0	0.0%	0	0.00	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	50,172	176	0.4%	15	0.05	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	0.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 4 & 5 are higher than the parameters due to limited availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: I AMERICANS
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	3	0.46	U.S. Census Bureau
2. Unemployed in region	287,188	103,894	36.2%	2	0.72	IL Department of Employment Security
3. Total employed in region	3,900,294	571,670	14.7%	15	2.20	IL Department of Employment Security
4. Those having requisite skills in the region	810,380	90,595	11.2%	20	2.24	U.S. Census Bureau
5. Those having requisite skills in the region in state government	8,827	3,785	42.9%	35	15.01	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	4	2	50.0%	10	5.00	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	113,595	16,204	14.3%	15	2.14	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	()	()	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	()	()	0.0%	0	0.00	DCEO Human Resources
				100	22.21	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 1
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	3	0.40	U.S. Census Bureau
2. Unemployed in region	287,188	57,469	20.0%	2	0.40	IL Department of Employment Security
3. Total employed in region	3,900,294	569,936	14.6%	15	2.19	IL Department of Employment Security
4. Those having requisite skills in the region	810,380	42,270	5.2%	20	1.04	U.S. Census Bureau
5. Those having requisite skills in the region in state government	8,827	943	10.7%	35	3.74	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	4	1	25.0%	10	2.50	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	113,595	11,569	10.2%	15	1.53	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	9.44	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 1
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	3	1.53	U.S. Census Bureau
2. Unemployed in region	287,188	131,638	45.8%	2	0.92	IL Department of Employment Security
3. Total employed in region	3,900,294	1,819,999	46.7%	15	7.00	IL Department of Employment Security
4. Those having requisite skills in the region	810,380	427,909	52.8%	20	10.56	U.S. Census Bureau
5. Those having requisite skills in the region in state government	8,827	5,277	59.8%	35	20.92	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	4	1	25.0%	10	2.50	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	113,595	67,476	59.4%	15	8.91	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	41.87	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: I

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: I
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	3	0.12	U.S. Census Bureau
2. Unemployed in region	287,188	10,823	3.8%	2	0.08	IL Department of Employment Security
3. Total employed in region	3,900,294	199,201	5.1%	15	0.77	IL Department of Employment Security
4. Those having requisite skills in the region	810,380	71,638	8.8%	30	2.65	U.S. Census Bureau
5. Those having requisite skills in the region in state government	8,827	663	7.5%	35	2.63	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	4	0	0.0%	0	0.00	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	113,595	10,465	9.2%	15	1.38	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	6.10	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain:
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: I AMERICANS
 Facility: Chicago

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	3	0.01	U.S. Census Bureau
2. Unemployed in region	287,188	1,178	0.4%	2	0.01	IL Department of Employment Security
3. Total employed in region	3,900,294	8,797	0.2%	15	0.03	IL Department of Employment Security
4. Those having requisite skills in the region	810,380	794	0.1%	30	0.03	U.S. Census Bureau
5. Those having requisite skills in the region in state government	8,827	35	0.4%	35	0.14	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	4	0	0.0%	0	0.00	DCEO Human Resources DHR 9 & 4
7. Those acquiring requisite skills at institutions in the region	113,595	352	0.3%	15	0.05	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	DCEO Human Resources
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	DCEO Human Resources
				100	0.21	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain

*Applicable only to agencies which calculate facility FAP's

Summary Of Workforce Analysis By Region

Agency: DCEO
Region: I

Report Date:

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	17	14	0	0	0	0	0	0	31
African American	4	6	0	0	0	0	0	0	10
Hispanic	6	1	0	0	1	1	0	0	9
Asian	4	0	0	0	0	0	0	0	4
Native American	0	0	0	0	0	0	0	0	0
Total Male	31	21	0	0	1	1	0	0	54
Female:									
White	19	13	0	0	1	0	0	0	33
African American	5	13	0	0	2	3	0	0	23
Hispanic	1	3	0	0	0	0	0	0	4
Asian	0	1	0	0	0	0	0	0	1
Native American	0	0	0	0	0	0	0	0	0
Total Female	25	30	0	0	3	3	0	0	61
Grand Total	56	51	0	0	4	4	0	0	115
Percentages:									
Male	55.4%	41.2%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	47.0%
Female	44.6%	58.8%	0.0%	0.0%	75.0%	75.0%	0.0%	0.0%	53.0%
White	64.3%	52.9%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	55.7%
African American	16.1%	37.3%	0.0%	0.0%	50.0%	75.0%	0.0%	0.0%	28.7%
Hispanic	12.5%	7.8%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	11.3%
Asian	7.1%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Disabled:

Male	1	1	0	0	0	0	0	0	2
Female	0	1	0	0	1	1	0	0	3
Total Disabled	1	2	0	0	1	1	0	0	5
Percentage	1.8%	3.9%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	4.3%

Grand Total Employees For Region:

Male	54	Female	61						
	47.0%		53.0%						
White	64	Afr. Am.	33	Hispanic	13	Asian	5	Nat. Am.	0
	55.7%		28.7%		11.3%		4.3%		0.0%

Final Availability Summary

Agency: DCEO
Affirmative Action Group: AFRICAN AMERICANS

Region: 1
Facility: Chicago

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	51	0	0	4	4	0	0
Final Availability Percentage (FAP)	19.10	22.21	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	10	11	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	9	19	0	0	2	3	0	0
Underutilization/Parity	1	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: HISPANICS

Region: 1
Facility: Chicago

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	51	0	0	4	4	0	0
Final Availability Percentage (FAP)	6.45	9.44	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	3	4	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	7	4	0	0	1	1	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: WOMEN

Region: 1
Facility: Chicago

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	51	0	0	4	4	0	0
Final Availability Percentage (FAP)	38.59	41.87	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	21	21	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	25	30	0	0	3	3	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: ASIANS

Region: I
Facility: Chicago

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	51	0	0	4	4	0	0
Final Availability Percentage (FAP)	3.53	6.10	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	1	3	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	4	1	0	0	0	0	0	0
Underutilization/Parity	P	2	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: NATIVE AMERICANS

Region: 1
Facility: Chicago

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	51	0	0	4	4	0	0
Final Availability Percentage (FAP)	0.16	0.21	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	1	0.15	U.S. Census Bureau
2. Unemployed in region	15,402	2,323	15.1%	2	0.30	IL Department of Employment Security
3. Total employed in region	230,828	11,658	5.1%	2	0.10	IL Department of Employment Security
4. Those having requisite skills in the region	33,580	1,048	3.1%	30	0.94	U.S. Census Bureau
5. Those having requisite skills in the region in state government	3,460	235	6.8%	35	2.38	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	145	8	5.5%	20	1.10	
7. Those acquiring requisite skills at institutions in the region	1,810	110	6.1%	10	0.61	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	4.46	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain

*Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	1	0.13	U.S. Census Bureau
2. Unemployed in region	15,402	283	1.8%	2	0.04	IL Department of Employment Security
3. Total employed in region	230,828	1,757	0.8%	2	0.02	IL Department of Employment Security
4. Those having requisite skills in the region	33,580	246	0.7%	30	0.22	U.S. Census Bureau
5. Those having requisite skills in the region in state government	3,460	41	1.2%	35	0.41	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	145	2	1.4%	20	0.28	
7. Those acquiring requisite skills at institutions in the region	1,810	23	1.3%	10	0.13	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.98	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	1	0.51	U.S. Census Bureau
2. Unemployed in region	15,402	6,576	42.7%	2	0.85	IL Department of Employment Security
3. Total employed in region	230,828	111,749	48.4%	2	0.97	IL Department of Employment Security
4. Those having requisite skills in the region	33,580	12,999	38.7%	30	11.61	U.S. Census Bureau
5. Those having requisite skills in the region in state government	3,460	1,520	43.9%	35	15.38	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	145	74	51.0%	20	10.21	
7. Those acquiring requisite skills at institutions in the region	1,810	1,091	60.3%	10	6.03	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	36.44	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	1	0.04	U.S. Census Bureau
2. Unemployed in region	15,402	159	1.0%	2	0.02	IL Department of Employment Security
3. Total employed in region	230,828	1,550	0.7%	2	0.01	IL Department of Employment Security
4. Those having requisite skills in the region	33,580	207	0.6%	30	0.18	U.S. Census Bureau
5. Those having requisite skills in the region in state government	3,460	37	1.1%	35	0.37	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	145	4	2.8%	20	0.55	
7. Those acquiring requisite skills at institutions in the region	1,810	26	1.4%	10	0.14	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	1.06	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Officials/Managers
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	1	0.00	U.S. Census Bureau
2. Unemployed in region	15,402	38	0.2%	2	0.00	IL Department of Employment Security
3. Total employed in region	230,828	384	0.2%	2	0.00	IL Department of Employment Security
4. Those having requisite skills in the region	33,580	66	0.2%	40	0.08	U.S. Census Bureau
5. Those having requisite skills in the region in state government	3,460	10	0.3%	35	0.10	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	145	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	1,810	3	0.2%	20	0.03	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor 4 is a greater value weight due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	2	0.30	U.S. Census Bureau
2. Unemployed in region	15,402	2,323	15.1%	2	0.30	IL Department of Employment Security
3. Total employed in region	230,828	11,658	5.1%	3	0.15	IL Department of Employment Security
4. Those having requisite skills in the region	42,650	1,553	3.6%	20	0.73	U.S. Census Bureau
5. Those having requisite skills in the region in state government	7,575	518	6.8%	15	1.03	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	16	1	6.3%	20	1.25	
7. Those acquiring requisite skills at institutions in the region	5,872	409	7.0%	38	2.65	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	5.13	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor 7 higher due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	2	0.27	U.S. Census Bureau
2. Unemployed in region	15,402	283	1.8%	2	0.04	IL Department of Employment Security
3. Total employed in region	230,828	1,757	0.8%	3	0.02	IL Department of Employment Security
4. Those having requisite skills in the region	42,650	284	0.7%	20	0.13	U.S. Census Bureau
5. Those having requisite skills in the region in state government	7,575	101	1.3%	15	0.20	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	16	1	6.3%	20	1.25	
7. Those acquiring requisite skills at institutions in the region	5,872	104	1.8%	38	0.67	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	2.07	Final Availability Percent

NOTE: The value weight for Factor #7 is greater than DHR parameter due to limited available factor

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	2	1.02	U.S. Census Bureau
2. Unemployed in region	15,402	6,576	42.7%	2	0.85	IL Department of Employment Security
3. Total employed in region	230,828	111,749	48.4%	3	1.45	IL Department of Employment Security
4. Those having requisite skills in the region	42,650	24,314	57.0%	20	11.40	U.S. Census Bureau
5. Those having requisite skills in the region in state government	7,575	4,138	54.6%	15	8.19	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	16	13	81.3%	20	16.25	
7. Those acquiring requisite skills at institutions in the region	5,872	3,542	60.3%	38	22.92	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	49.67	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor 7 higher due to limited factor availability

*Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	2	0.08	U.S. Census Bureau
2. Unemployed in region	15,402	159	1.0%	2	0.02	IL Department of Employment Security
3. Total employed in region	230,828	1,550	0.7%	3	0.02	IL Department of Employment Security
4. Those having requisite skills in the region	42,650	639	1.5%	35	0.52	U.S. Census Bureau
5. Those having requisite skills in the region in state government	7,575	167	2.2%	38	0.84	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	16	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	5,872	84	1.4%	20	0.29	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	1.41	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor #4 & 5 is greater due to limited factors availability

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	2	0.01	U.S. Census Bureau
2. Unemployed in region	15,402	38	0.2%	2	0.00	IL Department of Employment Security
3. Total employed in region	230,828	384	0.2%	3	0.00	IL Department of Employment Security
4. Those having requisite skills in the region	42,650	45	0.1%	35	0.04	U.S. Census Bureau
5. Those having requisite skills in the region in state government	7,575	15	0.2%	38	0.08	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	16	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	5,872	15	0.3%	20	0.05	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.14	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 4 & 5 are greater value weight due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Para-Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	2	0.30	U.S. Census Bureau
2. Unemployed in region	15,402	2,323	15.1%	3	0.45	IL Department of Employment Security
3. Total employed in region	230,828	11,658	5.1%	15	0.76	IL Department of Employment Security
4. Those having requisite skills in the region	239	36	15.1%	25	3.77	U.S. Equal Employment Opportunity Commission
5. Those having requisite skills in the region in state government	1,381	96	7.0%	35	2.43	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	7	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	9,139	842	9.2%	20	1.84	IL Board of Higher Education. Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	7.64	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Para-Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	2	0.27	U.S. Census Bureau
2. Unemployed in region	15,402	283	1.8%	3	0.06	IL Department of Employment Security
3. Total employed in region	230,828	1,757	0.8%	15	0.11	IL Department of Employment Security
4. Those having requisite skills in the region	239	0	0.0%	0	0.00	U.S. Equal Employment Opportunity Commission
5. Those having requisite skills in the region in state government	1,381	18	1.3%	40	0.52	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	7	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	9,139	147	1.6%	40	0.64	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	1.28	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 5 & 7 are higher due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Para-Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	2	1.02	U.S. Census Bureau
2. Unemployed in region	15,402	6,576	42.7%	3	1.28	IL Department of Employment Security
3. Total employed in region	230,828	111,749	48.4%	5	2.42	IL Department of Employment Security
4. Those having requisite skills in the region	239	137	57.3%	20	11.46	U.S. Equal Employment Opportunity Commission
5. Those having requisite skills in the region in state government	1,381	1,112	80.5%	30	24.16	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	7	6	85.7%	30	25.71	
7. Those acquiring requisite skills at institutions in the region	9,139	4,954	54.2%	10	5.42	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	57.18	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 3-7 have changed due to Factor 6 being weighed group
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Para-Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: 7
 Facility: Springfield

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	2	0.08	U.S. Census Bureau
2. Unemployed in region	15,402	159	1.0%	3	0.03	IL Department of Employment Security
3. Total employed in region	230,828	1,550	0.7%	15	0.10	IL Department of Employment Security
4. Those having requisite skills in the region	239	0	0.0%	0	0.00	U.S. Equal Employment Opportunity Commission
5. Those having requisite skills in the region in state government	1,381	2	0.1%	40	0.06	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	7	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	9,139	81	0.9%	40	0.35	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.50	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 5 & 7 are higher than weight guidelines due to limited factor
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Para-Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: 7 AMERICANS
 Facility: Springfield

FACTORS *	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	2	0.01	U.S. Census Bureau
2. Unemployed in region	15,402	38	0.2%	3	0.01	IL Department of Employment Security
3. Total employed in region	230,828	384	0.2%	15	0.02	IL Department of Employment Security
4. Those having requisite skills in the region	239	0	0.0%	0	0.00	U.S. Equal Employment Opportunity Commission
5. Those having requisite skills in the region in state government	1,381	3	0.2%	40	0.09	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	7	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	9,139	20	0.2%	40	0.09	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.17	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors 5 & 7 are higher than category guidelines due to limited factors
 *Applicable only to agencies which calculate facility FAP's

Summary Of Workforce Analysis By Region

Agency:
Region: 7

DCEO

Report Date:

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	50	57	1	0	0	0	2	3	113
African American	3	4	0	0	0	0	0	0	7
Hispanic	0	2	0	0	0	0	1	0	3
Asian	1	4	0	0	0	0	0	0	5
Native American	0	0	0	0	0	0	0	0	0
Total Male	54	67	1	0	0	0	3	3	128
Female:									
White	41	74	3	0	10	3	0	0	131
African American	2	4	0	0	1	0	0	0	7
Hispanic	0	0	0	0	1	0	0	0	1
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	43	78	3	0	12	3	0	0	139
Grand Total	97	145	4	0	12	3	3	3	267
Percentages:									
Male	55.7%	46.2%	25.0%	0.0%	0.0%	0.0%	100.0%	100.0%	47.9%
Female	44.3%	53.8%	75.0%	0.0%	100.0%	100.0%	0.0%	0.0%	52.1%
White	93.8%	90.3%	100.0%	0.0%	83.3%	100.0%	66.7%	100.0%	91.4%
African American	5.2%	5.5%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	5.2%
Hispanic	0.0%	1.4%	0.0%	0.0%	8.3%	0.0%	33.3%	0.0%	1.5%
Asian	1.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disabled:									
Male	6	6	0	0	0	0	0	0	12
Female	4	4	0	0	1	1	0	0	10
Total Disabled	10	10	0	0	1	1	0	0	22
Percentage	10.3%	6.9%	0.0%	0.0%	8.3%	33.3%	0.0%	0.0%	8.2%

Grand Total Employees For Region:

Male	128	Female	139						
	47.9%		52.1%						
White	244	Afr. Am.	14	Hispanic	4	Asian	5	Nat. Am.	0
	91.4%		5.2%		1.5%		1.9%		0.0%

Final Availability Summary

Agency: DCEO
Affirmative Action Group: AFRICAN AMERICANS

Region: 7
Facility: Springfield

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	97	145	4	0	12	3	3	3
Final Availability Percentage (FAP)	4.46	5.13	0.00	0.00	7.64	0.00	0.00	0.00
Number Needed for Parity	4	7	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	5	8	0	0	1	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: HISPANICS

Region: 7
Facility: Springfield

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	97	145	4	0	12	3	3	3
Final Availability Percentage (FAP)	0.98	2.07	0.00	0.00	1.28	0.00	0.00	0.00
Number Needed for Parity	0	2	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	2	0	0	1	0	1	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: WOMEN

Region: 7
Facility: Springfield

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	97	145	4	0	12	3	3	3
Final Availability Percentage (FAP)	36.44	49.67	0.00	0.00	57.18	0.00	0.00	0.00
Number Needed for Parity	35	72	0	0	6	0	0	0
Number of Affirmative Action Group Members Already Employed	43	78	3	0	12	3	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: ASIANS

Region: 7
Facility: Springfield

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	97	145	4	0	12	3	3	3
Final Availability Percentage (FAP)	1.06	1.41	0.00	0.00	0.50	0.00	0.00	0.00
Number Needed for Parity	1	2	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	4	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: NATIVE AMERICANS

Region: 7
Facility: Springfield

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	97	145	4	0	12	3	3	3
Final Availability Percentage (FAP)	0.18	0.14	0.00	0.00	0.17	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: AFRICAN
 Region: 11 AMERICANS
 Facility: Williamson

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,920,014	15.2%	1	0.15	U.S. Census Bureau
2. Unemployed in region	12,796	1,072	8.4%	2	0.17	IL Department of Employment Security
3. Total employed in region	182,604	7,326	4.0%	2	0.08	IL Department of Employment Security
4. Those having requisite skills in the region	28,480	980	3.4%	45	1.55	U.S. Census Bureau
5. Those having requisite skills in the region in state government	1,441	66	4.6%	40	1.83	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	0	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	14,399	1,632	11.3%	10	1.13	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	3.93	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors #4 & 5 is greater due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: HISPANICS
 Region: 11
 Facility: Williamson

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	1,681,402	13.3%	1	0.13	U.S. Census Bureau
2. Unemployed in region	12,796	237	1.9%	2	0.04	IL Department of Employment Security
3. Total employed in region	182,604	1,694	0.9%	2	0.02	IL Department of Employment Security
4. Those having requisite skills in the region	28,480	194	0.7%	45	0.31	U.S. Census Bureau
5. Those having requisite skills in the region in state government	1,441	10	0.7%	40	0.28	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	0	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	14,399	407	2.8%	10	0.28	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.84	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain. Factors #4 & 5 is greater due to limited factor availability.
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: WOMEN
 Region: 11
 Facility: Williamson

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	6,423,314	51.0%	1	0.51	U.S. Census Bureau
2. Unemployed in region	12,796	5,339	41.7%	2	0.83	IL Department of Employment Security
3. Total employed in region	182,604	86,142	47.2%	2	0.94	IL Department of Employment Security
4. Those having requisite skills in the region	28,480	16,999	59.7%	45	26.86	U.S. Census Bureau
5. Those having requisite skills in the region in state government	1,441	704	48.9%	40	19.54	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	0	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	14,399	6,434	44.7%	10	4.47	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	42.53	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factors #4 & 5 is greater due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: ASIANS
 Region: 11
 Facility: Williamson

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	489,339	3.9%	1	0.04	U.S. Census Bureau
2. Unemployed in region	12,796	39	0.3%	2	0.01	IL Department of Employment Security
3. Total employed in region	182,604	1,198	0.7%	2	0.01	IL Department of Employment Security
4. Those having requisite skills in the region	28,480	565	2.0%	45	0.89	U.S. Census Bureau
5. Those having requisite skills in the region in state government	1,441	12	0.8%	40	0.33	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	0	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	14,399	239	1.7%	10	0.17	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	1.16	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor #4 & 5 are greated due to limited factor availabilit
 *Applicable only to agencies which calculate facility FAP's

AGENCY: DCEO
 Category: Professionals
 Option: 1

Final Availability Percent
 Worksheet

Affirmative Action Group: NATIVE
 Region: 11 AMERICANS
 Facility: Williamson

FACTORS	A Grand Total #	B Minority Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Population in Illinois	12,600,620	38,815	0.3%	1	0.00	U.S. Census Bureau
2. Unemployed in region	12,796	88	0.7%	2	0.01	IL Department of Employment Security
3. Total employed in region	182,604	443	0.2%	2	0.00	IL Department of Employment Security
4. Those having requisite skills in the region	28,480	59	0.2%	45	0.09	U.S. Census Bureau
5. Those having requisite skills in the region in state government	1,441	6	0.4%	40	0.17	3rd Quarter Report (DHR-9Q) from all state agencies.
6. Those promotable within region	0	0	0.0%	0	0.00	
7. Those acquiring requisite skills at institutions in the region	14,399	51	0.4%	10	0.04	IL Board of Higher Education, Data Book on IL Higher Education
8. Those persons in the region whom the agency can train	0	0	0.0%	0	0.00	
9. *Those transferable from other facilities in region	0	0	0.0%	0	0.00	
				100	0.25	Final Availability Percent

NOTE: If any value is less than or greater than DHR parameters, please explain: Factor 4 & 5 are greater than parameter due to limited factor availability
 *Applicable only to agencies which calculate facility FAP's



11

Summary Of Workforce Analysis By Region

Agency:
Region: 11

DCEO

Report Date: 9/19/2008

EEO Category	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance	Grand Total
Male:									
White	2	5	0	0	0	0	0	0	7
African American	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Male	2	5	0	0	0	0	0	0	7
Female:									
White	1	3	0	0	0	1	0	0	5
African American	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0	0	0
Total Female	1	3	0	0	0	1	0	0	5
Grand Total	3	8	0	0	0	1	0	0	12
Percentages:									
Male	66.7%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	58.3%
Female	33.3%	37.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	41.7%
White	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
African American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Disabled:

Male	0	1	0	0	0	0	0	0	1
Female	0	0	0	0	0	0	0	0	0
Total Disabled	0	1	0	0	0	0	0	0	1
Percentage	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%

Grand Total Employees For Region:

Male	7	Female	5						
	58.3%		41.7%						
White	12	Afr. Am.	0	Hispanic	0	Asian	0	Nat. Am.	0
	100.0%		0.0%		0.0%		0.0%		0.0%

Final Availability Summary

Agency: DCEO
Affirmative Action Group: AFRICAN AMERICANS

Region: 11
Facility: Williamson

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	8	0	0	0	1	0	0
Final Availability Percentage (FAP)	0.00	3.93	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: HISPANICS

Region: 11
Facility: Williamson

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	8	0	0	0	1	0	0
Final Availability Percentage (FAP)	0.00	0.84	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: WOMEN

Region: 11
Facility: Williamson

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	8	0	0	0	1	0	0
Final Availability Percentage (FAP)	0.00	42.53	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	3	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	3	0	0	0	1	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: ASIANS

Region: 11
Facility: Williamson

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	8	0	0	0	1	0	0
Final Availability Percentage (FAP)	0.00	1.16	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Final Availability Summary

Agency: DCEO
Affirmative Action Group: NATIVE AMERICANS

Region: 11
Facility: Williamson

	Officials/ Managers	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	3	8	0	0	0	1	0	0
Final Availability Percentage (FAP)	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0
Underutilization/Parity	P	P	P	P	P	P	P	P

Underutilization Summary by Region

Name of Agency: Commerce & Economic Opportunity

Fiscal Year: FY09

Region	Officials and Managers						Professionals						Technicians						Protective Service Workers					
	AA	H	F	A	NA		AA	H	F	A	NA		AA	H	F	A	NA		AA	H	F	A	NA	
1	1	P	P	P	P		P	P	P	P	P													
2																								
3																								
4																								
5																								
6																								
7	P	P	P	P	P		P	P	P	P	P													
8																								
9																								
10																								
11							P	P	P	P	P													
Total	1	0	0	0	0		0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	

Region	Para-professionals						Office and Clerical						Skilled Craft Workers						Service-Maintenance					
	AA	H	F	A	NA		AA	H	F	A	NA		AA	H	F	A	NA		AA	H	F	A	NA	
1																								
2																								
3																								
4																								
5																								
6																								
7	P	P	P	P	P																			
8																								
9																								
10																								
11																								
Total	0	0	0	0	0		0	0	0	0	0		0	0	0	0	0		0	0	0	0	0	

Total underutilization for African Americans: 1

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 2

Total underutilization for Native Americans: 0

Total Underutilization: 3

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

