

**Table 1: 2023 Statewide Underutilization Analysis**  
**Table with Availability Percentages**  
 Effective: July 1, 2023 through June 30, 2026

Job Group #	Job Group Name	Availability %		Underutilization	
		Women	Minorities	Women	Minorities
001	Administrators – Senior Executives	46.6	11.5	DNR	DOC
002	Mid-Level Supervisors	55.1	10.5	DNR	DNR
003	Business and Program Area Supervisors	60.3	12.6	No	No
004	Financial Supervisors	51.7	11.8	No	No
005	Architect/Engineer Supervisor	21.9	8.6	No	No
006	Physical, Natural and Social Science Supervisors	47.6	11.5	Yes	Yes
007	Health and Social Services Supervisors	51.8	11.8	DMA	No
008	Education Supervisors	47.6	11.5	No	No
009	Protective Services Supervisors	51.3	10.3	Yes	No
010	Service, Qual Control and Compliance Sup	48.0	12.3	No	No
011	Mechanical and Maintenance Supervisors	35.0	15.9	Yes	Yes
016	Fiscal	55.2	10.2	PSC	No
019	Program Specialist	56.4	12.9	No	No
020	Business Professionals	50.6	11.5	No	No
025	Inspectors, Investigators, and Compliance	46.0	10.8	DOT	DATCP
028	Architects and Engineers	26.9	9.4	Yes	DOA
043	IS Professionals	52.1	11.3	Yes	No
044	Planning Policy and Research	48.4	11.6	WHS	No
049	Science Professionals	47.8	11.2	No	No
050	Environmental Specialists	45.7	11.5	Yes	Yes
057	Physicians and Health Care Practitioners	59.8	8.2	Yes	No
063	Health Care Professionals	51.9	10.8	No	No
106	Education and Training	64.4	11.2	Yes	No
112	Social Service Professionals	54.3	14.5	DATCP	DOC
119	Legal Professionals and Paralegal	48.1	8.0	No	No
127	Public Relations and Media Technicians	50.6	11.6	DOA, ECB	No
134	Health Care Technicians	76.7	14.2	Yes	No
147	Natural Science and Laboratory Technicians	34.7	12.8	Yes	Yes
159	Property Management	47.6	11.5	No	No
185	IS Support, Program and Service Technicians	73.1	14.0	Yes	No
195	Administrative Support	17.3	14.7	CANB	DOC, DNR
202	Administrative Support-Fiscal	76.8	13.3	No	Yes
226	Claims Determination	47.6	11.5	No	No
247	Public Safety	52.3	10.0	Yes	DNR
253	Food Production	37.5	18.1	No	Yes
262	Personal Care	85.2	15.1	Yes	No
301	Mechanical Equipment, Maintenance Repair	30.1	21.3	Yes	Yes
333	Craft and Trade	3.3	8.4	No	No
400	Power Plant	4.3	9.9	Yes	No
999	Production Laborers	44.5	25.2	DOA	Yes

Table 2: Statewide Underutilization Comparison of 2020 and 2023

Job Group #	2020		2023	
	Underutilization		Underutilization	
	Women	Minorities	Women	Minorities
001	DOC	Yes	DNR	DOC
002	DOC	No	DNR	DNR
003	No	DOR, DNR	No	No
004	No	No	No	No
005	No	No	No	No
006	Yes	Yes	Yes	Yes
007	DMA	No	DMA	No
008	No	No	No	No
009	Yes	Yes	Yes	No
010	No	No	No	No
011	No	No	Yes	Yes
016	DOR, DFI	No	PSC	No
019	No	No	No	No
020	DOC, DMA, DWD	DMA	No	No
025	Yes	DATCP	DOT	DATCP
028	No	No	Yes	DOA
043	Yes	No	Yes	No
044	No	DMA	WHS	No
049	No	Yes	No	No
050	No	Yes	Yes	Yes
057	Yes	No	Yes	No
063	Yes	No	No	No
106	Yes	Yes	Yes	No
112	DMA	BOALTC, DOC, DMA	DATCP	DOC
119	OSPD	No	No	No
127	DOT	Yes	DOA, ECB	No
134	Yes	DOC	Yes	No
147	Yes	Yes	Yes	Yes
159	No	No	No	No
185	Yes	No	Yes	No
195	Yes	WHS, DNR	CANB	DOC, DNR
202	DCF, DOR	Yes	No	Yes
226	No	No	No	No
247	Yes	DMA, DNR, DVA	Yes	DNR
253	No	DVA	No	Yes
262	Yes	No	Yes	No
301	No	Yes	Yes	Yes
333	No	No	No	No
400	Yes	No	Yes	No
999	No	DMA, DNR, DVA	DOA	Yes

Table 3: 2023-2026 Statewide Availability Table

Job Group #	2023-2026 Availability/2 Standard Deviation Table					
	Women			Minorities		
	Total State Workforce Availability %	Current State Employee Job Group %	2 Standard Deviation Underutilized	Total State Workforce Availability %	Current State Employee Job Group %	2 Standard Deviation Underutilized
001	46.6	52.9	No	11.5	10.1	No
002	55.1	53.5	No	10.5	10.3	No
003	60.3	65.8	No	12.6	14.4	No
004	51.7	65.5	No	11.8	9.3	No
005	21.9	26.6	No	8.6	7.3	No
006	47.6	32.2	Yes	11.5	5.6	Yes
007	51.8	74.0	No	11.8	18.6	No
008	47.6	56.0	No	11.5	20.0	No
009	51.3	21.9	Yes	10.3	8.7	No
010	48.0	42.9	No	12.3	8.4	No
011	35.0	18.7	Yes	15.9	4.7	Yes
016	55.2	57.8	No	10.2	15.7	No
019	56.4	68.3	No	12.9	17.6	No
020	50.6	74.0	No	11.5	18.7	No
025	46.0	42.3	No	10.8	10.5	No
028	26.9	22.1	Yes	9.4	9.2	No
043	52.1	35.0	Yes	11.3	15.9	No
044	48.4	60.7	No	11.6	14.1	No
049	47.8	71.7	No	11.2	7.9	No
050	45.7	38.4	Yes	11.5	3.3	Yes
057	59.8	44.9	Yes	8.2	13.5	No
063	51.9	81.5	No	10.8	12.5	No
106	64.4	58.9	Yes	11.2	9.9	No
112	54.3	79.0	No	14.5	22.8	No
119	48.1	61.9	No	8.0	11.8	No
127	50.6	50.3	No	11.6	8.2	No
134	76.7	57.3	Yes	14.2	20.9	No
147	34.7	25.1	Yes	12.8	3.7	Yes
159	47.6	58.6	No	11.5	7.1	No
185	73.1	10.8	Yes	14.0	10.8	No
195	17.3	80.3	No	14.7	17.2	No
202	76.8	84.2	No	13.3	9.1	Yes
226	47.6	70.7	No	11.5	13.7	No
247	52.3	20.8	Yes	10.0	14.8	No
253	37.5	73.4	No	18.1	13.2	Yes
262	85.2	76.4	Yes	15.1	49.8	No
301	30.1	3.6	Yes	21.3	3.6	Yes
333	3.3	2.1	No	8.4	4.1	No
400	4.3	0.0	Yes	9.9	6.9	No
999	44.5	51.9	No	25.2	15.8	Yes

Table 4: Disaggregated Minority Group Underutilization

Job Group #	Underutilized for Minorities	2023-2026 Statewide Underutilized Job Groups by Disaggregated Minority Groups					
		Disaggregated Minority Groups					
		Asian	American Indian/Alaskan Native	Black/African American	Hispanic/Latino	Native Hawaiian/Other Pacific Islander	Two or More Races
001	No	No	No	No	No	No	No
002	No	No	No	No	No	No	No
003	No	No	No	No	No	No	No
004	No	No	No	No	No	No	Yes
005	No	No	No	No	No	No	No
006	Yes	Yes	No	No	No	No	Yes
007	No	Yes	No	No	No	No	Yes
008	No	No	No	No	No	No	No
009	No	No	No	No	No	No	No
010	No	No	No	No	No	No	No
011	Yes	Yes	No	No	Yes	No	No
016	No	No	No	No	No	No	No
019	No	No	No	No	No	No	Yes
020	No	No	No	No	No	No	No
025	No	No	No	No	No	No	No
028	No	No	No	Yes	No	No	No
043	No	No	No	No	No	No	Yes
044	No	No	No	No	No	No	No
049	No	No	No	No	No	No	No
050	Yes	Yes	No	Yes	No	No	Yes
057	No	No	No	No	No	No	No
063	No	No	No	No	No	No	No
106	No	No	No	No	No	No	No
112	No	Yes	No	No	Yes	No	No
119	No	No	No	No	No	No	No
127	No	No	No	No	No	No	No
134	No	No	No	No	No	No	No
147	Yes	Yes	No	No	No	No	No
159	No	No	No	No	No	No	No
185	No	No	No	No	No	No	No
195	No	No	No	No	No	No	Yes
202	Yes	No	No	No	No	No	No
226	No	No	No	No	No	No	No
247	No	No	No	No	No	No	Yes
253	No	No	No	No	Yes	No	No
262	No	No	No	No	No	No	No
301	Yes	Yes	No	Yes	Yes	No	No
333	No	No	No	No	No	No	No
400	No	No	No	No	No	No	No
999	Yes	No	No	No	Yes	No	No