

**Table 1: 2020 Statewide Underutilization Analysis**

**Table with Availability Percentages**

Effective: July 1, 2020 through June 30, 2023

Job Group #	Job Group Name	Availability %		Underutilization	
		Women	Minorities	Women	Minorities
001	Administrators – Senior Executives	47.8	11.4	DOC	Yes
002	Mid-Level Supervisors	48.0	8.2	DOC	No
003	Business and Program Area Supervisors	37.2	9.6	No	DOR, DNR
004	Financial Supervisors	60.3	8.7	No	No
005	Architect/Engineer Supervisor	7.0	5.5	No	No
006	Physical, Natural and Social Science Supervisors	43.2	22.0	Yes	Yes
007	Health and Social Services Supervisors	66.9	14.7	DMA	No
008	Education Supervisors	59.7	12.4	No	No
009	Protective Services Supervisors	38.5	20.0	Yes	Yes
010	Service, Qual Control and Compliance Sup	33.3	7.7	No	No
011	Mechanical and Maintenance Supervisors	3.4	4.2	No	No
016	Fiscal	57.4	8.1	DOR, DFI	No
019	Program Specialist	61.3	11.1	No	No
020	Business Professionals	61.3	11.1	DOC, DMA, DWD	DMA
025	Inspectors, Investigators, and Compliance	46.4	9.6	Yes	DATCP
028	Architects and Engineers	14.4	7.8	No	No
043	IS Professionals	38.1	14.3	Yes	No
044	Planning Policy and Research	45.9	8.7	No	DMA
049	Science Professionals	45.9	18.8	No	Yes
050	Environmental Specialists	19.7	10.5	No	Yes
057	Physicians and Health Care Practitioners	44.8	10.8	Yes	No
063	Health Care Professionals	90.0	7.8	Yes	No
106	Education and Training	68.0	13.2	Yes	Yes
112	Social Service Professionals	67.2	19.2	DMA	BOALTC, DOC, DMA
119	Legal Professionals and Paralegal	47.4	6.9	OSPD	No
127	Public Relations and Media Technicians	50.4	12.3	DOT	Yes
134	Health Care Technicians	86.5	14.5	Yes	DOC
147	Natural Science and Laboratory Technicians	49.7	16.2	Yes	Yes
159	Property Management	58.3	10.9	No	No
185	IS Support, Program and Service Technicians	29.3	9.4	Yes	No
195	Administrative Support	82.2	12.6	Yes	WHS, DNR
202	Administrative Support-Fiscal	82.2	19.7	DCF, DOR	Yes
226	Claims Determination	68.7	8.5	No	No
247	Public Safety	27.4	12.7	Yes	DMA, DNR, DVA, DOA
253	Food Production	61.4	16.2	No	DVA
262	Personal Care	85.4	22.8	Yes	No
301	Mechanical Equipment, Maintenance Repair	2.9	7.3	No	Yes
333	Craft and Trade	3.1	6.1	No	No
400	Power Plant	10	4.9	Yes	No
999	Production Laborers	31.0	20.1	No	DMA, DNR, DVA

**Table 2: Statewide Underutilization Comparison of 2017 and 2020**

Job Group #	2017		2020	
	Underutilization		Underutilization	
	Women	Minorities	Women	Minorities
001	No	DPI	DOC	Yes
002	DHS	DATCP, DNR	DOC	No
003	DOT	DNR	No	DOR, DNR
004	No	DHS, DOC	No	No
005	No	No	No	No
006	Yes	Yes	Yes	Yes
007	No	No	DMA	No
008	No	No	No	No
009	Yes	Yes	Yes	Yes
010	No	DATCP, DOC	No	No
011	Yes	Yes	No	No
016	DFI, DOC, DWD, OCI	DNR	DOR, DFI	No
019	No	DNR	No	No
020	No	ETF	DOC, DMA, DWD	DMA
025	DOT, DWD	DATCP	Yes	DATCP
028	DSPS	DOA	No	No
043	DOC, DOJ	DNR, DOJ, DPI, DWD	Yes	No
044	DOA	DMA, DOC, DOJ	No	DMA
049	No	Yes	No	Yes
050	No	Yes	No	Yes
057	DOC	No	Yes	No
063	No	DPI	Yes	No
106	DOC	Yes	Yes	Yes
112	DMA	DOC, DVA, BOALTC	DMA	BOALTC, DOC, DMA
119	No	No	OSPD	No
127	Yes	Yes	DOT	Yes
134	Yes	Yes	Yes	DOC
147	Yes	Yes	Yes	Yes
159	No	No	No	No
185	No	No	Yes	No
195	No	DATCP, DNR, DVA	Yes	WHS, DNR
202	No	Yes	DCF, DOR	Yes
226	No	No	No	No
247	Yes	DHS, DMA, DNR, DOA	Yes	DMA, DNR, DVA
253	No	Yes	No	DVA
262	DPI	DPI	Yes	No
301	DMA, DOC	Yes	No	Yes
333	Yes	Yes	No	No
400	Yes	Yes	Yes	No
999	No	Yes	No	DMA, DNR, DVA

**Table 3: 2020-2023 Statewide Availability Table**

Job Group #	2020-2023 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	47.8	49.2	No	11.4	7.6	Yes
002	48.0	51.4	No	8.2	9.4	No
003	37.2	67.7	No	9.6	11.6	No
004	60.3	65.7	No	8.7	13.6	No
005	7.0	28.2	No	5.5	6.8	No
006	43.2	31.5	Yes	22.0	3.9	Yes
007	66.9	74.7	No	14.7	18.7	No
008	59.7	50.0	No	12.4	7.7	No
009	38.5	21.8	Yes	20.0	8.1	Yes
010	33.3	44.9	No	7.7	6.1	No
011	3.4	17.6	No	4.2	2.7	No
016	57.4	56.5	No	8.1	15.6	No
019	61.3	59.9	No	11.1	18.0	No
020	61.3	64.2	No	11.1	10.1	No
025	46.4	40.5	Yes	9.6	8.0	No
028	14.4	20.5	No	7.8	8.3	No
043	38.1	34.4	Yes	14.3	15.0	No
044	45.9	58.6	No	8.7	13.2	No
049	45.9	68.6	No	18.8	8.3	Yes
050	19.7	38.5	No	10.5	3.3	Yes
057	44.8	33.3	Yes	10.8	10.4	No
063	90.0	83.3	Yes	7.8	10.4	No
106	68.0	59.6	Yes	13.2	8.5	Yes
112	67.2	76.1	No	19.2	22.1	No
119	47.4	55.6	No	6.9	10.1	No
127	50.4	43.4	No	12.3	3.8	Yes
134	86.5	65.3	Yes	14.5	16.5	No
147	49.7	20.2	Yes	16.2	1.9	Yes
159	58.3	56.1	No	10.9	8.2	No
185	29.3	19.8	Yes	9.4	10.3	No
195	82.2	79.4	Yes	12.6	15.5	No
202	82.2	80.8	No	19.7	10.5	Yes
226	68.7	72.3	No	8.5	12.8	No
247	27.4	21.9	Yes	12.7	12.7	No
253	61.4	74.6	No	16.2	14.9	No
262	85.4	78.0	Yes	22.8	44.0	No
301	2.9	4.9	No	7.3	4.6	Yes
333	3.1	1.3	No	6.1	4.5	No
400	10	0.9	Yes	4.9	3.7	No
999	31.0	20.1	No	41.1	18.7	No

**Table 4: Disaggregated Minority Group Underutilization**

Job Group #	Underutilized for Minorities	2020-2023 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	Yes	No	No	No	No	No	No
002	No	No	No	No	No	No	Yes
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	Yes	No	No
007	No	No	No	No	No	No	Yes
008	No	No	No	No	No	No	No
009	Yes	Yes	No	Yes	No	No	No
010	No	No	No	Yes	No	No	No
011	No	No	No	No	No	No	No
016	No	No	No	No	No	No	Yes
019	No	No	No	No	No	No	No
020	No	No	No	No	No	No	No
025	No	No	No	No	No	No	No
028	No	No	No	No	No	No	Yes
043	No	No	No	No	No	No	Yes
044	No	No	No	No	No	No	Yes
049	Yes	Yes	No	No	No	No	No
050	Yes	Yes	Yes	No	No	No	Yes
057	No	No	No	No	No	No	No
063	No	No	No	No	No	No	Yes
106	Yes	No	No	Yes	No	No	No
112	No	No	Yes	No	No	No	Yes
119	No	No	No	No	No	No	Yes
127	Yes	No	No	No	Yes	No	No
134	No	No	No	No	No	No	Yes
147	Yes	Yes	No	Yes	Yes	No	Yes
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	Yes	Yes	No	Yes
226	No	No	No	No	No	No	No
247	No	No	No	No	No	No	Yes
253	No	No	No	No	No	No	Yes
262	No	No	No	No	No	No	Yes
301	Yes	No	No	Yes	Yes	No	No
333	No	No	No	No	No	No	No
400	No	No	No	No	No	No	No
999	No	No	No	No	Yes	No	No