Utilization Analysis and, Hiring and Promotion Goals Section 46a-68-85

Utilization Analysis (UA)

In order to determine if protected groups are fully and fairly utilized in the University's workforce, the number of protected class persons in the workforce of the University must be compared to the availability of such persons for employment. Comparisons between the University's workforce and the availability bases calculated in the preceding section have been conducted by occupational category and significant position classifications for each relevant labor market.

"Utilization Analysis" is a comparison between the race/sex composition of the workforce, by occupational category or job title, and the availability base of such persons in the relevant labor market area. This analysis compares the University's internal distribution of minorities and females to their incidence in the external labor market to determine whether the University is at parity.

"Parity" is a condition where the percentage of the representation of a protected class in the workforce equals the percentage of such persons in the availability base.

"Underutilization" is a condition where the percentage of representation of a protected class in the workforce is less than the percentage of such persons in the availability base for that class.

The University has conducted the utilization analysis for each labor market area on UA Form provided by the "Regulations Concerning Affirmative Action by State Government." Line E of each form yields a conclusion that protected class persons are over utilized, underutilized or at parity, when compared to the availability base of such persons for employment.

Hiring and Promotional Goals

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office for Equity and Inclusion web page at http://www.ccsu.edu/Diversity. For future Affirmative Action Plans, a newly formed Office for Equity and Inclusion will handle these plan responsibilities. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

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

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

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

In the 2016 submission, ODE, in consultation with CHRO, consolidated the Administrative Assistant analysis into the Clerical All Titles category. For the past four submissions there have been fewer than twenty-five (25) Administrative Assistant positions. In the 2016 submission, there were less than twenty (20). It is unlikely this rank will reach the twenty-five (25) titles or more to warrant a separate analysis.

HIRING AND PROMOTION GOALS

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotional goals for the period of August 1, 2021 through July 31, 2022.

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
2 White Males	1 White Male
1 AAIANHNPI Female	

FACULTY

PROFESSOR

Hiring	Promotional
None	18 White Females
	2 Black Males
	6 Hispanic Females
	7 AAIANHNPI Males
	5 AAIANHNPI Females

ASSOCIATE PROFESSOR

Hiring	Promotional
2 White Females	1 White Female
1 Black Female	1 Black Female
1 Hispanic Male	1 Hispanic Male
	1 AAIANHNPI Female

ASSISTANT PROFESSOR

Hiring	Promotional
6 White Males	None
1 Black Female	
1 Hispanic Male	
1 Hispanic Female	

COACHING

Hiring	Promotional
1 Hispanic Male	None
1 Hispanic Female	

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
1 White Male	None
2 Black Males	
1 Black Female	
5 AAIANHNPI Males	
1 AAIANHNPI Female	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring	Promotional
1 White Male	1 White Male
	1 White Female
2 Hispanic Females	1 Hispanic Female

SECRETARIAL CLERICAL/SECRETARY 2

Hiring	Promotional
1 Black Male	
2 Black Females	2 Black Females

TECHNICAL/PARAPROFESSIONAL

Hiring	Promotional
2 White Females	None
1 Black Male	
1 Hispanic Female	

SKILLED CRAFTS

Hiring	Promotional
1 Black Male	None
1 Hispanic Male	

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring	Promotional
1 White Female	
1 Black Male	
3 Hispanic Males	1 Hispanic Male
1 AAIANHNPI Male	

SERVICE MAINTENANCE/CUSTODIANS

Hiring	Promotional
4 White Males	None
2 Black Males	
2 Black Females	
1 Hispanic Female	
1 AAIANHNPI Male	

PROTECTIVE SERVICES

Hiring	Promotional
1 Black Male	None
1 Black Female	
1 Hispanic Female	
1 AAIANHNPI Male	

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

UTILIZATION ANALYSIS

AGENCY: CATEGORY OR CLASS: POSITION CLASSIFICATION (25+):

EEO1 - Executive Administrative All Titles

SSS

REPORTING DATE: LABOR MARKET AREA:

7/31/2021 STATEWIDE/NATIONAL

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UTILIZATION ANALYSIS

AGENCY:	CCSU	REPORTING DATE:	//31/2021
CATEGORY OR CLASS:	EEO2 - FACULTY	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	PROFESSOR		

		GRAND	TOTAL	TOTAL	WHITE	3	BLA	BLACK	HISPANIC	ANIC	AAIANHNPI*	HNPI*	
		TOTAL	MALE	FEMALE	MALE	FEWALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	E-%	100.0%	65.8%	34.2%	48.9%	26.3%	2.6%	3.2%	4.7%	1.1%	9.5%	3.7%	Ą
WORKFORCE PARITY %	E PARITY %	100.0	51.5	48.5	33.7	35.7	3.4	2.8	1.4	4.1	12.9	6.2	8
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WORKFORCE	WORKFORCE PARITY NOS.		97.9	92.2	64.0	67.8	6.5	5.3	2.7	7.8	24.5	11.8	۵
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UTILIZATION ANALYSIS

AGENCY:	CCSU
CATEGORY OR CLASS:	EEO2 - FACULTY
POSITION CLASSIFICATION (25+):	ASSOCIATE PROFESSOR

REPORTING DATE: LABOR MARKET AREA:

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-		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	Е %	100.0%	50.7%	49.3%	32.6%	36.1%	3,5%	2.8%	1.4%	4.2%	13.2%	6.3%	_
WORKFORCE PARITY %	E PARITY %	-100.0	48.2	51.8	29.3	38.2	2.7	3.8	2.7	2.6	13.5	7.2	<u>м</u>
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*AAIANHNPI = ASI	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	AIIAN NATIVE, PA	CIFIC ISLANDER								,		7

UTILIZATION ANALYSIS

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AGENCY:		CCSU			John .		REPORTING DATE:	OATE:	,	7/31/2021			
CATEGORY OR CLASS:	•	EEO2 -FACULTY	<u>۲</u>				LABOR MARKET AREA:	(ET AREA:	1	STATEWIDE/NATIONAL	NATIONAL		
POSITION CLAS	POSITION CLASSIFICATION (25+):	ASSISTANT PROFESSOR (includir	ROFESSOR (i	ncluding Inst	g Instructor)								
		GRAND	TOTAL	TOTAL	W	WHITE	BLACK	X	HISPANIC	ANIC	*AAIANHNPI	-INPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	%	100.0%	45.9%	54.1%	24.3%	39.2%	2.7%	4.1%	2.7%	2.7%	16.2%	8.1%	¥
WORKFORCE PARITY %	PARITY %	1001	45.6	54.5	32.8	37.5	3.3	5.6	3.3	4.2	6.1	7.0	<u>m</u>
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WORKFORCE PARITY NOS.	PARITY NOS.		33.7	40.3	24.3	27.8	2.4	4.1	2.4	3.1	4.5	5.2	Ω
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NOTE:													, ,

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

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AGENCY:		`.	ccsu					REPORTING DATE:	DATE:		7/31/2021			
CATEGORY OR CLASS:	CLASS:	value	EEO2 - FACULTY	YT		,	. ,	LABOR MARKET AREA:	KET AREA:	,	STATEWIDE/NATIONAL	NATIONAL		
POSITION CLASSIFICATION (25+):	SSIFICATION	-	COACHING				- Indiana de la composition della composition de		,					- [
			GRAND	TOTAL	TAL	WHITE	ITE	BLACK	CK	HISPANIC	ANIC	*AAIANHNPI*	HNPI*	·
			TOTAL	MALE	FEMALE	MALE	FEIVIALE	IVIALE	FEIVIALE	IVIALE	reiviALE	MIALE	FEIVIALE	
WORKFORCE %	%	-	100.0%	73.1%	26.9%	57.7%	23.1%	15.4%	3.8%	%0.0	%0.0	%0:0	%0.0	4
WORKFORCE PARITY %	PARITY %		100.1	73.4	26.7	55.9	21.1	12.9	3.7	3.3	1.4	1.1	0.6	മ
WORKFORCE NOS.	SON:	,	26	19	7	1.5	9	4	۲	0	0	0	0	U
WORKFORCE PARITY NOS.	PARITY NO	Š.		19.1	6.9	14.5	5.5	3.4	1.0	0.9	0.4	0.3	0.2	Ω
NET UTILIZATION (#/-)	(=/=) LION(+/=)	A con-		-0.1	0.1	0.5	0.5	970	0.0	-0.9	-0.4	-0.3	-0.2	ш
PREVIOUS UTILIZATION	TILIZATION			0.7	-0.7	-0.3	-0.2	2.3	0.0	6.0-	-0.4	-0.3	-0.2	ட
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UTILIZATION ANALYSIS

AGENCY:		nsoo	,	1844 - 184W 9747			REPORTING DATE:	DATE:	, '	7/31/2020			
CATEGORY OR CLASS:	CLASS:	EEO3 - PROFESSIONAL NON-FACULTY	SSIONAL NO	N-FACULTY		-	LABOR MARKET AREA:	KET AREA:	•	STATEWIDE/NATIONAL	NATIONAL	,	
POSITION CLA	POSITION CLASSIFICATION (25+):	ALL TITLES				•							
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		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	· ·
WORKFORCE %	%	100.0%	36.2%	63.8%	29.3%	46.1%	2.6%	6.9%	3.9%	7.3%	0.4%	3.4%	⋖
WORKFORCE PARITY %	PARITY %	100.2	39.0	61.2	29.8	44.4	3.6	7.1	3.1	5.4	2.4	4.0	m
WORKFORCE NOS.	NOS.	232	84 ,	148	89	107	9	16 .	6	17	Ţ	8	ပ
WORKFORCE	WORKFORCE PARITY NOS.		90.5	142.0	69.1	103.0	8.4	16.5	7.2	12.5	5.6	9.3	
NET UTILIZATION (+/-)	TION (+/-)		-6.5	6.0	11-	4.0	- <u>-</u> 2.4	-0.5	1.8	4.5	4.6	-1.3	ш
PREVIOUS UTILIZATION	TILIZATION		-4.4	4.1	-2.7	2.8	-1.4	-0.3	3.8	6.5	-3.8	-4.6	<u> </u>
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9WAR 11180 1108	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	z
M D	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	. 0	0
NOTE:													
*AAJANHNPI = AS	*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER	VAIIAN NATIVE, PAG	CIFIC ISLANDER										ĺ

CATEGORY OR CLASS: AGENCY:

EEO4 - CLERICAL

LABOR MARKET AREA: REPORTING DATE:

HARTFORD COUNTY 7/31/2021

POSITION CLASSIFICATION (25+):

ALL TITLES EXCEPT SECRETARY 2

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		GRAND	TOTAL	TOTAL	WH	WHITE	BLACK	CK	HISPANIC	ANIC	AAIANHNPI*	HNPI*	
,		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMÁLE	
WORKFORCE %	9	100.0%	14.7%	85.3%	2.9%	52.9%	2.9%	26.5%	2.9%	2.9%	2.9%	2.9%	_∢
WORKFORCE PARITY %	ARITY %	1001	16.2	. 6'88	11.4	57.0	2.7	12.0	1.5	12.3	0.8	2.7	М
WORKFORCE NOS.	10S.	34	5	29	2	18	ъI	Ø,	Π.	Н	H	÷	υ
WORKFORCE PARITY NOS.	ARITY NOS.		5.5	28.5	3.9	19.4	0.9	4.1	0.5	4.2	0.3	6.0	
NET UTILIZATION (+/-)	ON(<i>+(-)</i>)		-0.5	6.5	-1.9	-1.4	0.1	4.9	0.5	-3.2	0.7	0.1	LLI Normanian
PREVIOUS UTILIZATION	LIZATION		. 0.3	-0.4	-1.7	-2.4	6.0	4.9	0.3	-2.6	0.7	-0.2	<u> </u>
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CURRENT PLAN GOALS

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

REPORTING DATE: LABOR MARKET AREA:

7/31/2021 HARTFORD COUNTY

AGENCY:

CCSU

CATEGORY OR CLASS:

ECO4 - CLERICAL

SECRETARY 2

SECRETARY 2

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		GRAND	70	TOTAL	≱	WHITE	BLA	BLACK	HISPANIC	ANIC	AAIANHNPI*	HNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	%	100.0%	2.9%	97.1%	2.9%	67.6%	0.0%	8.8%	%0:0	17.6%	%0.0	2.9%	⋖
WORKFORCE PARITY %	PARITY %	100.0	4.5	95.5	2.4	60.5	1.2	19.2	0.7	14.5	0.1	1.3	<u>. ഇ</u>
WORKFORCE NOS.	: NOS,	. 34	~	33	<u>е</u> -1	23	0	3	0	9	0	ť	U
WORKFORCE	WORKFORCE PARITY NOS.		1.5	32.5	0.8	20.6	0.4	6.5	0.2	4.9	0.0	0.4	Ω
NET UTILIZATION (#/+)	TION (+/+)		-0.5	0.5	0.2	2.4	-0,4	-3.5	-0.2	1.1	0.0	9.0	ш
PREVIOUS UTILIZATION*	TILIZATION*		-0.7	9.0	0.1	2.4	-0.3	-1.4	-0.4	-0.8	0.0	0.4	<u> </u>
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STYC	PREVIOUS PLAN GOALS	33	Ţ	2	0	0	Ö	T	Ħ		0	0	<u> </u>
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UTILIZATION ANALYSIS

CCSU

LABOR MARKET AREA: REPORTING DATE:

HARTFORD COUNTY 7/31/2021

> EEOS - TECHNICAL PARAPROFESSIONAL ALL TITLES POSITION CLASSIFICATION (25+): CATEGORY OR CLASS:

AGENCY:

		GRAND	70	TOTAL	- MH	WHITE	7B	BLACK	HISPANIC	ANIC	AAIANHNPI*	HNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	%	100.0%	54.5%	45.5%	36.4%	27.3%	0.0%	18.2%	18.2%	%0:0	0.0%	%0.0	⋖
WORKFORCE PARITY %	PARITY %	100.0	26.3	73.7	18.0	49.0	4.7	13.2	2.5	. 8.5	1.3	2.8	22
WORKFORCE NOS.	NOS.	11	9	5	4	3	0.	2	2	. 0	0	0	ပ
WORKFORCE PARITY NOS.	PARITY NOS.		2.9	8.1	2.0	5.4	0.5	1.5	0.3	0.9	0.1	0.3	Ω
NET UTILIZATION (#/=)	(+/÷) NOI		3.1	-3.1	2.0	-2.4	-0.5	0,5	1.7	6'0-	-0.1	-0.3	ш
PREVIOUS UTILIZATION	TILIZATION		2.1	-2.1	1.3	-1.4	-0.6	0.1	1.7	-1.3	-0.2	0.5	114
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	PREVIOUS PLAN GOALS	ĸ	н	2	0	1 −1	1	0	0	1	0	0	U
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M C	CURRENT PLAN GOALS	0	0	0	0	0	0	0	Ó	0	0	0.	٥
NOTE:						•							

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

POSITION CLASSIFICATION (25+): CATEGORY OR CLASS:

AGENCY:

EEO6 - SKILLED CRAFT WORKERS

HARTFORD COUNTY 7/31/2020 LABOR MARKET AREA:

REPORTING DATE:

ALL TITLES

AAIANHNPI*	MALE FEMALE	0.0% 0.0%	1.9 0.1	. 0 0 .	0.2 0.0	-0.2 0.0	-0.2 0.0	,	0 0	0 0	0 0		0 0	0 0	0 0	-	0 0	0 0	0 0
	FEMALE M/	0.0%	0.9	0	0,1 0	D- T'0-	-0.1		0	0	. 0		0	0	0		0	0	0
HISPANIC	MALE F	0.0%	12.4	0	1.2	-1.2	-1.1			0	vН	_	0	0	0		. 0	0	0
BLACK	FEMALE	%0.0	0.4	0	0.0	0.0	0.0		0	0	0		0	0	.0	-	0	0	0
BL	MALE	0.0%	11.7	0	1.2	-1.2	-0.9		~ 1	0	H		0	0	0		0	0	0
WHITE	FEMALE	10.0%	1.9	7	0.2	0.8	0.8		0	0	0		0 .	0	0		0	0	0
W	MALE	%0.06	71.0	Ð	7.1	1.9	1.5		0	0	0		0	0	0	:	0	0	. 0
TOTAL	FEMALE	10.0%	3.1	ч	0.3	2.0	0.7		0	0	0		0	0	0		0	0	0
01	MALE	%0.06	6'96	6	9.7	-0.7	-0.7		2	0	2		0	0	0		0	0	0
GRAND	TOTAL	100.0%	100.0	10					2	0	2		0	0	0	,	0	0	0
	-	%	ARITY %	VOS.	PARITY NOS.	(-/ #JNG	ILIZATION	previous filing	PREVIOUS PLAN GOALS	CURRENT PLAN HIRES	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS		PREVIOUS PLAN GOALS	CURRENT PLAN PROMOTIONS	CURRENT PLAN GOALS
		WORKFORCE %	WORKFORCE PARITY %	WORKFORCE NOS.	WORKFORCE PARITY NOS.	NET HTH (ZATION (#/-)	PREVIOUS UTILIZATION	*** Enter line E from previous filing			нівіи		s	ITON JAOE	7			MAREE SIGO SIGO SIGO	M C

*AAJANHNP! = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CATEGORY OR CLASS:

AGENCY:

EEO 7 - SERVICE/MAINTENANCE

LABOR MARKET AREA: REPORTING DATE:

HARTFORD COUNTY 7/31/2021

POSITION CLASSIFICATION (25+):

CUSTODIANS

	CDAND	TOT	ΓAΙ	WHITE	ITE	BLACK	CK	HISPANIC	ANIC	AAIAN	AAIANHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	64.5%	35.5%	22.6%	22.6%	6.5%	%0.0	. 35.5%	12.9%	0.0%	. %0.0
WORKFORCE PARITY %	100.0	64.8	35.2	33.8	12.5	11.8	6.2	17.3	15.2	2.0	1.2
WORKFORCE NOS.	31	20	11		7	2	0	13	. 4	0	0
WORKFORCE PARITY NOS.		20.1	10.9	10.5	3.9	3.7	1.9	5.4	L.4	9.0	0.4
NET-UTILIZATION (4-/-)		-0.1	0.1	-3.5	3.1	-1.7	-1.9	5.6	-0.7	-0.6	-0.4
PREVIOUS UTILIZATION	•	2.0	-2.0	-1.8	1.5	-1.0	-2.3	5.5	-0.8	-0.7	-0.4
*** Enter line E from previous filing											

O **CURRENT PLAN PROMOTIONS** PREVIOUS PLAN GOALS **CURRENT PLAN GOALS** MOBILITY GOAL\$ UPWARD\ REER CAREER

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

UTILIZATION ANALYSIS

REPORTING DATE: 7/31/2021	LABOR MARKET AREA: HARTFORD COUNTY	
CCSU	PROTECTIVE SERVICE	ALL TITLES
AGENCY:	CATEGORY OR CLASS:	POSITION CLASSIFICATION (25+):

		GRAND	M	WHITE	WF	WHITE	- BI	BLACK	HISPANIC	ANIC	AAIAN	AAIANHNPI*	
		TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	,
WORKFORCE %	% =	100.0%	87.5%	12.5%	20.0%	12.5%	6.3%	0.0%	31.3%	%0.0	0.0%	0.0%	⋖
WORKFORCE PARITY %	E PARITY %	100.0	73.4	26.6	51.5	9.7	12.2	8.0	7.8	8.2	1.8	6.0	В
WORKFORCE NOS.	E NOS.	16	14	2	80	2	(0	5	0	0	0	O
WORKFORCE	WORKFORCE PARITY NOS.		11.7	4.3	8.2	1.6	2.0	1.3	1.2	1.3	0.3	T.0	۵
NET UTILIZATION (+/-)	(-//-) NOLL		2.3	-2.3	-0.2	0.4	-1.0	-1.3	3.8	FT-	-0.3	T'0-	ш
PREVIOUS UTILIZATION	TILIZATION		1.5	-1.5	-2.6	-0.2	0.3	-0.2	. 4.6	~1.0	-0.2	-0.1	[L
*** Enter line E from previous filing	ım previous filing			•									T
sī∀€	PREVIOUS PLAN GOALS	5	4	1	က	0	rt	0	0	П	0	0	. <u>U</u>
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"AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

UTILIZATION ANALYSIS

AGENCY:

CATEGORY OR CLASS:

POSITION CLASSIFICATION (25+):

ALL TITLES

EEOT - SERVICE/MAINTENANCE
ALL TITLES EXCEPT CUSTODIANS

REPORTING DATE: LABOR MARKET AREA:

7/31/2021 HARTFORD COUNTY

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	GRAND	5	TOTAL	WF	WHITE	BLACK	 *	HISP,	HISPANIC	AAIAN	AAIANHNPI*
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	90.5%	9.5%	76.2%	4.8%	7.1%	0.0%	7.1%	4.8%	%0.0	7000
WORKFORCE PARITY %	100.0	9.68	10.4	62.2	6.6	9,6	0.4	16.0	3.4	۲ ۵	200
WORKFORĆE NOS.	42	38	4	32	2	m	0			2	5 0
WORKFORCE PARITY NOS.		37.6	4.4	26.1	2.8	4.0	0.2		1 /	000	> 2
NET UTILIZATION (#/-)		0.4	-0.4	5.9	-0.8	-1.0	2.5	7.27	+ · · ·	0.0	0.0
PREVIOUS UTILIZATION		1.4	-1.4	6.2	-0.7	-0.7	-0.2	-3.4	2 C	٥.5	0.0
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CURRENT PLAN GOALS

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

NOTE: