

WSDOT Final Workforce Availability FY 2007

WSDOT EEO Groups: Recruitment Area & EEO	% African American /Black	% American Indian / Alaska Native	% Asian / Pacific Islander	% Hispanic / Latino	% Female	% Disabled Veterans	% Vietnam Era Veterans	% Persons with a Disability
Officials/Administrators	5.7%	1.7%	5.0%	5.4%	32.7%	1.2%	8.2%	5.7%
Professionals-Engineers	3.8%	0.8%	10.4%	3.9%	16.4%	1.1%	7.0%	5.2%
Professionals	6.0%	1.4%	5.5%	4.9%	40.9%	1.1%	5.9%	6.1%
Administrative Support	3.3%	2.5%	5.5%	3.4%	87.2%	1.1%	3.9%	7.3%
Skilled Craftpersons	2.7%	2.6%	7.1%	6.3%	16.1%	1.1%	11.7%	8.4%
Technicians	2.7%	1.8%	8.5%	3.8%	36.6%	1.2%	6.6%	6.6%
Services/Maintenance	6.9%	3.0%	7.2%	11.1%	22.8%	1.6%	5.5%	9.3%
Masters and Mates-WSF	2.1%	3.3%	4.7%	1.0%	8.2%	1.4%	5.9%	4.7%*
Licensed Engine-WSF	1.5%	5.2%	6.8%	0.6%	6.2%	1.1%	5.9%	4.7%*
Professionals-WSF	2.2%	1.1%	5.4%	3.4%	23.8%	1.1%	5.9%	4.7%
Terminals-WSF	6.3%	2.4%	8.8%	3.5%	41.4%	1.1%	3.9%	6.5%
Skilled Craftpersons-WSF	3.3%	2.4%	5.0%	5.1%	6.4%	1.1%	11.7%	7.7%
Unlicensed Engine-WSF	5.0%	3.1%	9.4%	6.4%	13.1%	1.1%	5.2%	8.7%*
Administrative Support-WSF	7.7%	2.2%	9.2%	5.5%	69.3%	1.1%	3.9%	6.5%
Deck-WSF	5.0%	3.1%	4.5%	6.4%	21.6%	1.1%	5.2%	8.7%*

Final Availability is the estimated percentage of the workers within a reasonable recruitment area that have the skills and qualifications reflective of each EEO Job Group, which is made up of WSDOT Occupational Categories (job classes). Final Availability results from a combination of "internal availability" and "external availability". "Internal availability" is based on employees in positions (in June 2006) that have a natural career progression into higher Occupational Categories. Race and gender "external availability" is calculated by WSDOT Office of Equal Opportunity, based on associating each of WSDOT's Occupational Categories to one or more of the 471 occupations reported by the 2000 Census for the relative regional, statewide, or national recruitment areas.

External Disabled Veteran, Vietnam Era Veteran, and Persons with Disability data is distributed by Washington State Department of Personnel. Vietnam Era Veteran and Persons with Disability data are provided by EEO Group based on the 2000 Census for those 16 years and older, not in the Military, and who have had a job since 1995. Vietnam Era Veteran and Disabled Veteran Data is provided for the Washington State geographical area only. Persons with Disabilities is provided for Washington State, as well as Spokane, Clark, King, Kitsap, Pierce, Snohomish, Spokane, Thurston, Whatcom, and Yakima geographical areas. Disabled Veteran data is a general estimate for WA State workforce, from data sources previous to 1990 provided by the University of Washington.

* External Disability data does not consider the requirements for U.S. Coast Guard fitness for duty evaluations.