

WSDOT REGIONAL/HQ UTILIZATION ANALYSIS REPORT (Definitions on last page)

JOB GROUP: Officials/Administrators											
						Region: Northwest Region			Date: July 2006		
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam-Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	119	100	6	0	12	1	19	25	5	1	7
Current Utilization %		84.0%	5.0%	0.0%	10.1%	0.8%	16.0%	21.0%	4.2%	0.8%	5.9%
Relative Availability #			7	1	5	6	19	39	10	1	7
External Availability %			5.7%	0.8%	4.1%	5.4%	15.9%	32.7%	8.1%	1.1%	5.7%
Difference (Goal)			1	1	0	5	0	14	5	0	0
Goals Met?			NO	NO	YES	NO	YES	NO	NO	NO	YES
Utilization Analysis*			Under-utilized	S Under-utilized	Utilized	S Under-utilized	Utilized	S Under-utilized	S Under-utilized	S Under-utilized	Utilized

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Under-utilized: The number of current employees in an affected group is less than the number available.

S (Significantly) Under-utilized: The number of current employees in an affected group is less than 80% of the number available. This is an indicator of a potential barrier that requires monitoring and necessary corrective action.

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JOB GROUP: Professional Engineers		Region: Northwest Region					Date: July 2006				
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam-Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	379	318	6	3	44	8	61	75	23	4	20
Current Utilization %		83.91%	1.58%	0.79%	11.61%	2.11%	16.09%	19.79%	6.07%	1.06%	5.28%
Relative Availability #			15	3	39	15	71	36	30	4	20
External Availability %			3.8%	0.7%	10.4%	3.9%	18.8%	9.5%	7.9%	1.1%	5.2%
Difference (Goal)			9	0	0	7	10	0	7	0	0
Goals Met?			NO	YES	YES	NO	NO	YES	NO	NO	YES
Utilization Analysis*			S Under-utilized	Utilized	Utilized	S Under-utilized	Under-utilized	Utilized	S Under-utilized	Under-utilized	Utilized

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JOB GROUP: Professionals		Region: Northwest Region						Date: July 2006			
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	148	124	8	1	10	5	24	65	10	1	4
Current Utilization %		83.78%	5.41%	0.68%	6.76%	3.38%	16.22%	43.92%	6.76%	0.68%	2.70%
Relative Availability #			8	1	10	6	25	56	9	2	6
External Availability %			5.3%	0.9%	6.7%	4.0%	16.9%	37.8%	6.0%	1.1%	4.2%
Difference (Goal)			0	0	0	1	1	0	0	1	2
Goals Met?			YES	NO	YES	NO	NO	YES	YES	NO	NO
Utilization Analysis*			Utilized	S Under-utilized	Utilized	Under-utilized	Under-utilized	Utilized	Utilized	S Under-utilized	S Under-utilized

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JOB GROUP: Administrative Support		Region: Northwest Region						Date: July 2006			
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	56	44	1	4	6	1	12	48	0	1	2
Current Utilization %		78.57%	1.79%	7.14%	10.71%	1.79%	21.43%	85.71%	0.00%	1.79%	3.57%
Relative Availability #			2	1	3	2	8	48	2	1	3
External Availability %			3.4%	2.0%	6.2%	3.3%	15.0%	86.1%	3.9%	1.1%	6.1%
Difference (Goal)			1	0	0	1	0	0	2	0	1
Goals Met?			NO	YES	YES	NO	YES	NO	NO	YES	NO
Utilization Analysis*			S Under-utilized	Utilized	Utilized	S Under-utilized	Utilized	Under-utilized	S Under-utilized	Utilized	S Under-utilized

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JOB GROUP: Skilled Craftpersons		Region: Northwest Region						Date: July 2006			
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	313	294	2	3	6	8	19	10	25	0	8
Current Utilization %		93.93%	0.64%	0.96%	1.92%	2.56%	6.07%	3.19%	7.99%	0.00%	2.56%
Relative Availability #			11	8	21	18	57	40	37	3	25
External Availability %			3.4%	2.4%	6.6%	5.7%	18.1%	12.7%	11.7%	1.1%	7.9%
Difference (Goal)			9	5	15	10	38	30	12	3	17
Goals Met?			NO	NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis*			S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized

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JOB GROUP: Technicians		Region: Northwest Region						Date: July 2006			
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	200	173	8	1	16	2	27	45	8	0	10
Current Utilization %		86.50%	4.00%	0.50%	8.00%	1.00%	13.50%	22.50%	4.00%	0.00%	5.00%
Relative Availability #			4	3	18	7	33	70	13	2	12
External Availability %			2.2%	1.6%	8.8%	3.7%	16.3%	34.9%	6.7%	1.1%	6.1%
Difference (Goal)			0	2	2	5	6	25	5	2	2
Goals Met?			YES	NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis*			Utilized	S Under-utilized	Under-utilized	S Under-utilized	Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	Under-utilized

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JOB GROUP: Services and/or Maintenance		Region: Northwest Region					Date: July 2006				
Affected Group	Total Count	Caucasian/White	African American/Black	American Indian/Alaska Native	Asian/Pacific Islander	Hispanic/Latino	Total Minority	Female	Vietnam Era Veteran	Disabled Veteran	Persons With Disabilities
Current Utilization #	28	24	2	0	1	1	4	5	1	0	1
Current Utilization %		85.71%	7.14%	0.00%	3.57%	3.57%	14.29%	17.86%	3.57%	0.00%	3.57%
Relative Availability #			2	1	4	4	10	8	1	1	3
External Availability %			5.9%	3.0%	12.9%	14.1%	35.8%	30.1%	5.3%	2.2%	9.6%
Difference (Goal)			0	1	3	3	6	3	0	1	2
Goals Met?			YES	NO	NO	NO	NO	NO	NO	NO	NO
Utilization Analysis*			Utilized	S Under-utilized	S Under-utilized	S Under-utilized	S Under-utilized	Concentration	S Under-utilized	S Under-utilized	S Under-utilized

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Utilization Analysis Report Definitions and Descriptions

This report determines the composition of Washington State Department of Transportation's current workforce of affected group members both in real numbers and in percentages of the workforce. WSDOT Regions and HQ Administrations use this information to establish and monitor strategies to correct underutilization and employ a productive and diverse workforce. Human Resource Consultants use this report to determine what supplemental certifications (if applicable) need to be enacted for the following affected groups: Person with Disabilities, Vietnam-Era Veterans, and Disabled Veterans.

Job Group is a group of Occupational Categories (job classifications) in WSDOT that have relatively similar content, wage rates, and opportunities. The Equal Employment Opportunity Commission establishes EEO Job Groups and WSDOT and DOP determine which job classes are grouped into each Job Group.

Utilization # is the total number of full-time employees in permanent appointments. Utilization % is the proportion of each race, gender, veteran, or disability category within each EEO Group. It equals the number of employees in each Affirmative Action Category divided by the total number of employees in the EEO Job Group.

External Availability % is an estimate of the population that are qualified and available for employment within the established recruitment areas for each reported Region/HQ Division. Estimates are calculated by associating WSDOT positions in each region/administration with one or more 472 Census occupations for either a regional, statewide, or national recruitment geographical area. Veteran and Disability availability is distributed by Washington State Department of Personnel. (See the WSDOT Affirmative Action Plan for details.)

Availability # represents the relative number available for each affected group. It is the product of the percent Available multiplied by the number of positions in the EEO Job Group.

Difference (Goal) is the number of new hires/promotions that would bring the group to parity with the available workforce. It is the Utilization # minus the Availability #, where the result is greater than zero.

Goals Met? indicates if there is underutilization, meaning the group is under-represented compared the number available. If goals have not been met, there is a need to apply affirmative action strategies. If there is underutilization of less than .5 FTE, there is still a goal for which affirmative action can be taken.

Affirmative Action Category Definitions

Affirmative Action information is self-identified by employees on a voluntary basis. All employee counts include permanent full-time employees and are compiled from the Washington State Department of Personnel Data Warehouse.

Caucasian: A person with origins in any of the original peoples of Europe, North Africa, or the Middle East.

African American/Black: A person with origins in any of the Black racial groups of Africa.

American Indian or Alaskan Native: A person with origins in any of the original peoples of North America and who maintains cultural identification through documented tribal affiliation or community recognition.

Asian or Pacific Islander: A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. For example, China, Japan, Korea, Pakistan, the Philippine Republic, and Samoa.

Hispanic/Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race. For example, persons from Brazil, Guyana, or Surinam would be classified according to their race and would not necessarily be included in the Hispanic category. This category does not include persons from Portugal, who should be classified according to race.

Person with Disability: For Affirmative Action purposes, people with disabilities are persons with a permanent physical, mental, or sensory impairment which substantially limits one or more major life activities. Physical, mental, or sensory impairment means: (a) any physiological or neurological disorder or condition, cosmetic functions; or (b) any mental or psychological disorders such as mental retardation, organic brain syndrome, emotional or mental illness, or any specific learning disability. The impairment must be material rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

Disabled Veteran: A person entitled to disability compensation under laws administered by the Veterans Administration for a disability rated at 30 percent or more, or disability rated at least 10 percent in the case of a veteran who has been determined by the Veterans Administration to have a serious employment handicap, or whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

Vietnam-Era Veteran: A person who served on active duty for more than 180 days, any part of which occurred between February 28, 1961 and May 7, 1975 in the Republic of Vietnam, or between August 5, 1964 and May 7, 1975 in all other cases; and was discharged or released from active duty with other than a dishonorable discharge; or who was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975.