



Appendices

Appendix A – Progress Report

Females

Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Females %	Prior AAP Year Goals Females %	Females Hired %	Female Promoted %	Actual Females Placement (%)	Females Goal Met?
Officials/Administrators	63.75%	58.56%	60.00%	76.19%	68.83%	Yes
Professionals	72.98%	65.01%	74.23%	74.91%	74.54%	Yes
Technicians	62.20%	58.69%	62.91%	57.42%	62.29%	Yes
Office/Clerical	89.21%	77.67%	83.08%	90.91%	85.06%	Yes
Skilled Craft	1.72%	40.20%	0.00%	11.11%	6.67%	No
Service Maintenance	51.25%	47.21%	43.14%	7.69%	35.94%	No

Racial/Ethnic Minorities (Minorities)

Promotion includes both promoted into and within the job category.)

Job Category	Prior AAP Total Minorities %	Prior AAP Year Goals Minorities %	Minorities Hired %	Minorities Promoted %	Actual Minorities Placement (%)	Minorities Goal Met?
Officials/Administrators	12.50%	14.38%	20.00%	23.81%	22.08%	Yes
Professionals	17.13%	20.79%	21.91%	21.25%	21.61%	Yes
Technicians	17.09%	29.93%	25.57%	25.81%	25.59%	No
Office/Clerical	16.83%	21.35%	23.08%	22.73%	22.99%	Yes
Skilled Craft	5.17%	12.25%	0.00%	0.00%	0.00%	No
Service Maintenance	9.38%	24.78%	9.80%	15.38%	10.94%	No

Individuals with Disabilities

Promotion includes both promoted into and within the job category.

Job Category	Prior AAP Total Individuals with Disabilities %	Prior AAP Year Goals Individuals with Disabilities %	Individuals with Disabilities Hired %	Individuals with Disabilities Promoted %	Actual Individuals with Disabilities Placement (%)	Individuals with Disabilities Goal Met?
Officials/Administrators	7.81%	7.60%	2.86%	4.76%	3.90%	No
Professionals	8.58%	7.85%	7.41%	6.41%	6.95%	No
Technicians	5.90%	6.64%	8.44%	7.10%	8.29%	Yes
Office/Clerical	11.11%	9.30%	20.00%	18.18%	19.54%	Yes
Skilled Craft	8.62%	7.74%	16.67%	11.11%	13.33%	Yes
Service Maintenance	5.00%	6.12%	1.96%	0.00%	1.56%	No

Appendix B – Separation Analysis

Total Separations

*Minority = Racial/Ethnic Minorities

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	13.97%	61.01%	31.13%	11.01%
Resignations	53.25%	67.57%	22.85%	8.58%
Enhanced Separation	4.83%	71.82%	18.18%	23.64%
Retirement	17.22%	69.39%	3.83%	9.18%
Death	0.97%	45.45%	18.18%	13.64%
Lay-off	1.05%	75.00%	16.67%	12.50%
Termination without Rights	8.70%	72.73%	21.72%	7.58%
Total Separations	100.00%	67.49%	20.30%	9.75%

Officials/Administrators

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification				
Resignations	21.74%	70.00%	15.00%	10.00%
Enhanced Separation	23.91%	68.18%	0.00%	13.64%
Retirement	27.17%	64.00%	8.00%	8.00%
Death	3.26%	33.33%	33.33%	66.67%
Lay-off	blank			
Termination without Rights	23.91%	72.73%	13.64%	0.00%
Total Separations	100.00%	67.39%	9.78%	9.78%

Professionals

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	5.94%	54.76%	30.95%	16.67%
Resignations	53.89%	72.18%	21.00%	9.45%
Enhanced Separation	7.07%	76.00%	26.00%	34.00%
Retirement	20.23%	71.33%	2.80%	14.69%
Death	1.13%	37.50%	25.00%	0.00%
Lay-off	1.84%	76.92%	23.08%	7.69%
Termination without Rights	9.90%	62.86%	27.14%	10.00%
Total Separations	100.00%	70.01%	18.95%	12.59%

Technicians/Paraprofessionals

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	19.88%	62.21%	31.30%	9.92%
Resignations	57.36%	65.08%	23.94%	7.94%
Enhanced Separation	2.50%	66.67%	21.21%	15.15%
Retirement	14.19%	67.91%	4.28%	5.88%
Death	0.61%	62.50%	0.00%	12.50%
Lay-off	0.53%	57.14%	0.00%	14.29%
Termination without Rights	4.93%	86.15%	7.69%	6.15%
Total Separations	100.00%	65.93%	21.47%	8.19%

Office/Clerical

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	6.67%	71.43%	42.86%	14.29%
Resignations	29.52%	83.87%	22.58%	19.35%
Enhanced Separation	3.81%	100.00%	0.00%	0.00%
Retirement	19.05%	95.00%	5.00%	5.00%
Death	0.00%	0.00%	0.00%	0.00%
Lay-off	2.86%	100.00%	33.33%	33.33%
Termination without Rights	38.10%	70.00%	40.00%	10.00%
Total Separations	100.00%	80.95%	26.67%	12.38%

Skilled Craft

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification				
Resignations	45.45%	20.00%	20.00%	0.00%
Enhanced Separation				
Retirement	45.45%	0.00%	0.00%	0.00%
Death	9.09%	0.00%	0.00%	0.00%
Lay-off				
Termination without Rights				
Total Separations	100.00%	9.09%	9.09%	0.00%

Service Maintenance

Separation Type	Total%	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Dismissal or Non-Certification	16.28%	42.86%	14.29%	14.29%
Resignation	44.19%	57.89%	26.32%	0.00%
Enhanced Separation	2.33%	0.00%	0.00%	100.00%
Retirement	27.91%	66.67%	0.00%	8.33%
Death	4.65%	50.00%	50.00%	0.00%
Lay-off	2.33%	100.00%	0.00%	0.00%
Termination without Rights	2.33%	0.00%	0.00%	0.00%
Total Separations	100.00%	55.81%	16.28%	6.98%

Appendix C – Job Category Analysis

Officials/Administrators

*Minority=racial/ethnic minorities

Job Code	Job Title
000010	Admin Mgmt Director 1
000237	Dir Nursing
001841	Admin Officer
002306	Training & Development Mgr 2
002448	Welfare Strat Plcy Analyst Cl
002594	Health Care Program Mgr Sr
002897	Residential Prog Manager
002898	Residential Prog Svcs Mgr
002899	Residential Prog Svcs MgrSr
002900	Residential Prog Svcs Dir 1
002916	Institutional Supp Svcs Dir
002918	Admin Svcs Dir
002950	Dir Actuarial & Reg Plcy Analy
003159	Physical Plant Operations Mgr
003451	Behavioral Med Practitioner Sr
003621	Facility Security Director
003639	State Prog Admin Manager
003644	Residential Prog Svcs Dir 2
003679	State Prog Admin Manager Sr
003918	Human Services Manager 3
003919	Human Services Manager 4

003920	Human Services Manager 5
008120	Commissioner-Human Services
008216	Deputy Commr Human Services
008323	Asst Commr Human Services
008593	Chief Exec Officer 3-Human Svc
008606	Senior Admin Officer
008748	Proj Functional Manager
008879	Exec Aide
008880	Exec Assistant
008913	MSOP Deputy Director
008914	MSOP Clinical Director
008918	DHS Direct Care Executive Dir
008928	DHS Health Systems CEO

Professionals

*Minority=racial/ethnic minorities

Job Code	Job Title
000004	Accounting Officer
000006	Management Analyst 1
000070	Group Supervisor Asst
000101	Audit Director
000141	Buyer 2
000228	Dentist
000234	Dietitian 1
000235	Dietitian 2
000330	Group Supervisor
000367	Pharmacist
000498	Human Resources Specialist 1
000510	Planner Principal State
000511	Planner
000561	Psychologist 2
000562	Psychologist 3
000577	Information Officer 3
000609	Research Scientist 3
000633	Accounting Officer Senior
000634	Management Analyst 4
000647	Information Officer 2
000652	Human Resources Consultant 1
000658	Rehabilitation Couns Sr

Job Code	Job Title
000659	Research Analysis Spec Sr
000676	Social Svcs Supervisor
000683	Special Teacher:Ba/Bs+Lic
000685	Special Teacher: Ma/Ms/5yr+Lic
000755	Volunteer Services Coordinator
000776	Physical Plant Director
000812	Planning Dir State
000837	Planner Senior State
000856	Rehabilitation Therapist Supv
000873	Rehabilitation Regional Supv
000892	Research Analysis Spec
000893	Management Analyst 3
000979	Accounting Officer Inter
000996	Training & Development Spec 3
001005	Social Work Spec
001304	Grants Specialist Sr
001399	Safety & Health Officer 1
001410	Training & Development Spec 2
001411	Training & Development Spec 4
001423	Human Resources Specialist 2
001431	Human Services Judge
001493	Behavior Analyst 1
001495	Behavior Analyst 3
001528	Management Analyst 2
001684	Physical Therapist

Job Code	Job Title
001878	Registered Nurse
001880	Registered Nurse Senior
001881	Registered Nurse Principal
001883	Pharmacist Senior
001977	Training & Development Supv 2
002003	Speech Pathology Clinician
002081	Music Therapist
002083	Occup Therapist Senior
002084	Recreation Therapist
002085	Recreation Therapist Senior
002114	Management Analyst Supv 3
002130	Psychologist Supervisor
002138	Psychological Services Dir
002154	Registered Nurse Supervisor
002172	Registered Nurse Admin-Supv
002241	Grants Specialist Coord
002254	Research Analyst Supervisor Sr
002264	Management Analyst Supv 1
002383	Special Teacher:Ba/Bs+Lic+30
002390	Accounting Officer Principal
002393	Nurse Specialist
002418	Community Svcs Program Spec 3
002458	Human Svcs Prog Spec 1
002459	Human Svcs Prog Spec 2
002461	Human Svcs Prog Rep 2

Job Code	Job Title
002462	Income Mntc Prog Supervisor
002525	Vocational Rehab Placmnt Coord
002572	Investigation Supv
002633	Client Advocate
002687	Safety Administrator
002707	Special Teacher:Ba/Bs+Lic+40
002715	Human Svcs Prog Rep 1
002842	Behavior Analyst 2
002843	Skills Development Specialist
002846	Recreation Therapist Lead
003017	Human Resources Specialist 3
003096	Reimbursement Specialist
003105	Community Residential Supv
003171	Agency Policy Specialist
003176	Investigation Specialist
003264	Human Svcs Prog Coordinator
003322	Human Svcs Prog Consultant
003464	Physical Plant Supervisor
003499	Mn Care Enrollment Supv
003532	Medical Specialist 3
003533	Medical Specialist 4
003543	Clinical Program Therapist 1
003544	Clinical Program Therapist 2
003545	Clinical Program Therapist 3
003604	State Prog Admin

Job Code	Job Title
003605	State Prog Admin Intermediate
003606	State Prog Admin Sr
003607	State Prog Admin Prin
003608	State Prog Admin Coordinator
003609	State Prog Admin Director
003610	Registered Nurse Advanced Prac
003683	Sign Language Interpreter Spec
003689	State Prog Admin Supervisor Sr
003690	State Prog Admin Supervisor
003701	Special Teacher:MA/MS+Lic+30gr
003712	State Prog Admin Supv Prin
003730	Management Analyst Staff Spec
003825	Behavioral Med Practitioner
003859	Lic Alcohol/Drug Counselor
003860	Lic Alcohol/Drug Counselor Sup
003864	Chaplain
003866	Human Svcs Investigator
003867	Clinical Program Therapist 4
003884	Psych Adv Practice Reg Nurse
003887	Psychiatrist 1
003888	Psychiatrist 2
003889	Psychiatrist 3
003890	Psychiatrist 4
003891	Psychiatrist 5
003912	Human Services Supervisor 1

Job Code	Job Title
003913	Human Services Supervisor 2
003914	Human Services Supervisor 3
003915	Human Services Supervisor 4
003927	Special Needs Dentist
003928	Child and Adole Psychiatrist
003931	Accounting Officer Coordinator
008755	Proj Consultant Sr
008933	Trainee - Psychiatrist Fellow

Technicians/Paraprofessionals

*Minority=racial/ethnic minorities

Job Code	Job Title
000031	Architectural Drafting Tech 2
000093	Security Counselor
000094	Security Counselor Lead
000227	Dental Hygienist
000308	Library Technician
000409	Laboratory Services Supervisor
000716	EDP Operations Supervisor 2
000774	Accounting Technician
000864	Medical Laboratory Tech 2
000875	Medical Records Tech 1
000881	Human Resources Technician 1
000886	EDP Operations Technician 2
001020	Pharmacy Technician

Job Code	Job Title
001475	Medical Records Tech 2
001486	Human Resources Technician 2
001564	Human Svcs Technician
001623	Dental Assistant
001659	Licensed Practical Nurse
002191	Medical Records Tech Supv 2
002555	Behavior Modification Asst
002556	Chemical Depend Program Asst
002559	Mental Health Prog Asst
002560	Certified Occup Therapy Asst 1
002561	Certified Occup Therapy Asst 2
002564	Structured Program Assistant
002565	Recreation Program Asst
002566	Work Therapy Technician
002567	Work Therapy Asst
002568	Work Therapy Program Coord
002580	Special Education Program Asst
003468	Health Care Claim Spec
003498	MN Health Insurance Prog Rep 1
003611	Paralegal
003618	Human Svcs Support Specialist
003661	Residential Prog Lead
003696	Child Support Payment Speclist
003709	State Prog Admin Tech Spec
003834	Electronic Systems Specialist

Job Code	Job Title
003885	Certified Peer Specialist
003892	MN Health Insurance Prog Rep 2
003902	Peer Specialist
008598	Student Worker Para Prof
008599	Student Worker Para Prof Sr

Office/Clerical

*Minority=racial/ethnic minorities

Job Code	Job Title
000001	Account Clerk
000293	Exec 2
000294	Office Services Supervisor 3
000427	Legal Secretary
000632	Account Clerk Senior
002028	Security/Comm Systems Monitor
002192	Office Services Supervisor 1
003112	Control Center Clerk
003627	Office & Admin Specialist
003628	Office & Admin Specialist Int
003629	Office & Admin Specialist Sr
003630	Office & Admin Specialist Prin
003631	Central Svcs Admin Spec
003632	Central Svcs Admin Spec Inter
003633	Central Svcs Admin Spec Senior
003635	Customer Svcs Specialist

Job Code	Job Title
003636	Customer Svcs Specialist Int
003637	Customer Svcs Specialist Sr
003638	Customer Svcs Specialist Princ

Skilled Craft

*Minority=racial/ethnic minorities

Job Code	Job Title
000135	Building Utilities Mechanic
000146	Carpenter
000266	Electrician
000267	Electrician Supervisor
000490	Painter
000525	Plant Mntc Engineer
000530	Plumber
000761	Welder
001019	Refrigeration Mechanic
001075	Pwr Plt Chief Engineer
002100	Automotive Mechanic Lead
002101	Carpenter Lead
002108	Electrician Lead
002214	Building Maintenance Coord
002270	Building Maintenance Lead Wrkr
003189	Electrical/Electronics Spec
003452	Electrician Master Record
003453	Plumber Master In Charge

Service Maintenance

*Minority=racial/ethnic minorities

Job Code	Job Title
000113	Baker
000157	Chief Cook
000197	Cook
000198	Cook Coordinator
000305	Food Service Worker
000328	Groundskeeper
000329	Groundskeeper Senior
000668	Service Worker
000779	Food Service Supervisor
000800	Dining Hall Coordinator
000860	Building Svcs Supervisor
000861	Building Svcs Manager
001357	General Repair Worker
001555	Inserting Machine Operator
001556	Inserting Machine Operator Lea
001725	General Maintenance Wrkr
001728	General Maintenance Wrkr Lead
002238	Building Svcs Lead

Appendix D – Feeder Jobs

Officials/Administrators

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl%
001841	Officials and Administrators	Admin Officer	0.62%	0.09%	0.18%
002594	Officials and Administrators	Health Care Program Mgr Sr	0.53%	0.09%	0.18%
002899	Officials and Administrators	Residential Prog Svcs MgrSr	0.97%	0.27%	0.18%
002900	Officials and Administrators	Residential Prog Svcs Dir 1	0.27%	0.09%	0.00%
002916	Officials and Administrators	Institutional Supp Svcs Dir	0.09%	0.00%	0.09%
003451	Officials and Administrators	Behavioral Med Practitioner Sr	0.27%	0.09%	0.00%
003644	Officials and Administrators	Residential Prog Svcs Dir 2	0.27%	0.00%	0.00%
003679	Officials and Administrators	State Prog Admin Manager Sr	0.53%	0.00%	0.00%
003719	Officials and Administrators	State Prog Admin Manager Prin	0.09%	0.00%	0.18%
003832	Officials and Administrators	Nurse Executive	0.18%	0.00%	0.00%
003916	Officials and Administrators	Human Services Manager 1	2.92%	0.97%	0.18%
003917	Officials and Administrators	Human Services Manager 2	4.78%	0.62%	0.35%
003918	Officials and Administrators	Human Services Manager 3	0.97%	0.53%	0.27%
003919	Officials and Administrators	Human Services Manager 4	2.39%	0.80%	0.09%
003920	Officials and Administrators	Human Services Manager 5	0.80%	0.09%	0.18%
008216	Officials and Administrators	Deputy Commr Human Services	0.09%	0.00%	0.00%
008323	Officials and Administrators	Asst Commr Human Services	0.35%	0.27%	0.00%
008593	Officials and Administrators	Chief Exec Officer 3-Human Svc	0.27%	0.09%	0.09%
008606	Officials and Administrators	Senior Admin Officer	0.18%	0.09%	0.09%
008913	Officials and Administrators	MSOP Deputy Director	0.00%	0.00%	0.00%
008914	Officials and Administrators	MSOP Clinical Director	0.09%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl%
008918	Officials and Administrators	DHS Direct Care Executive Dir	0.18%	0.00%	0.00%
000634	Professionals	Management Analyst 4	4.43%	1.51%	0.71%
002461	Professionals	Human Svcs Prog Rep 2	36.23%	11.16%	4.69%
003105	Professionals	Community Residential Supv	3.45%	0.44%	0.44%
003176	Professionals	Investigation Specialist	0.53%	0.18%	0.27%
003608	Professionals	State Prog Admin Coordinator	5.31%	1.59%	0.89%
003609	Professionals	State Prog Admin Director	2.48%	0.00%	0.00%
003825	Professionals	Behavioral Med Practitioner	2.92%	0.44%	0.18%
		Total	72.19%	19.40%	9.21%

Professionals

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl%
000293	Office/Clerical	Exec 2	0.17%	0.05%	0.05%
002192	Office/Clerical	Office Services Supervisor 1	0.05%	0.02%	0.00%
003628	Office/Clerical	Office & Admin Specialist Int	1.55%	0.24%	0.41%
003629	Office/Clerical	Office & Admin Specialist Sr	1.12%	0.30%	0.17%
003630	Office/Clerical	Office & Admin Specialist Prin	0.30%	0.08%	0.02%
000004	Professionals	Accounting Officer	0.08%	0.00%	0.02%
000006	Professionals	Management Analyst 1	0.17%	0.05%	0.00%
000070	Professionals	Group Supervisor Asst	0.16%	0.02%	0.03%
000101	Professionals	Audit Director	0.02%	0.00%	0.00%
000235	Professionals	Dietitian 2	0.03%	0.00%	0.00%
000330	Professionals	Group Supervisor	0.33%	0.05%	0.06%
000367	Professionals	Pharmacist	0.14%	0.03%	0.00%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000510	Professionals	Planner Principal State	0.03%	0.02%	0.02%
000561	Professionals	Psychologist 2	0.02%	0.00%	0.00%
000562	Professionals	Psychologist 3	0.27%	0.11%	0.00%
000577	Professionals	Information Officer 3	0.21%	0.02%	0.08%
000609	Professionals	Research Scientist 3	0.24%	0.09%	0.02%
000633	Professionals	Accounting Officer Senior	0.13%	0.09%	0.02%
000634	Professionals	Management Analyst 4	0.79%	0.27%	0.13%
000652	Professionals	Human Resources Consultant 1	0.19%	0.05%	0.05%
000658	Professionals	Rehabilitation Couns Sr	0.13%	0.02%	0.02%
000659	Professionals	Research Analysis Spec Sr	0.08%	0.05%	0.00%
000755	Professionals	Volunteer Services Coordinator	0.03%	0.00%	0.00%
000812	Professionals	Planning Dir State	0.28%	0.05%	0.06%
000856	Professionals	Rehabilitation Therapist Supv	0.14%	0.02%	0.02%
000873	Professionals	Rehabilitation Regional Supv	0.02%	0.00%	0.00%
000892	Professionals	Research Analysis Spec	0.11%	0.05%	0.02%
000893	Professionals	Management Analyst 3	0.19%	0.03%	0.05%
000979	Professionals	Accounting Officer Inter	0.08%	0.02%	0.00%
000996	Professionals	Training & Development Spec 3	0.09%	0.03%	0.05%
001304	Professionals	Grants Specialist Sr	0.02%	0.02%	0.00%
001410	Professionals	Training & Development Spec 2	0.05%	0.03%	0.03%
001411	Professionals	Training & Development Spec 4	0.09%	0.02%	0.00%
001423	Professionals	Human Resources Specialist 2	0.16%	0.03%	0.03%
001431	Professionals	Human Services Judge	0.28%	0.11%	0.06%
001528	Professionals	Management Analyst 2	0.40%	0.05%	0.06%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
001878	Professionals	Registered Nurse	4.18%	1.28%	0.16%
001880	Professionals	Registered Nurse Senior	1.03%	0.08%	0.09%
001881	Professionals	Registered Nurse Principal	0.17%	0.00%	0.02%
001883	Professionals	Pharmacist Senior	0.05%	0.00%	0.00%
001977	Professionals	Training & Development Supv 2	0.03%	0.02%	0.02%
002085	Professionals	Recreation Therapist Senior	0.25%	0.00%	0.00%
002114	Professionals	Management Analyst Supv 3	0.02%	0.00%	0.02%
002130	Professionals	Psychologist Supervisor	0.02%	0.00%	0.00%
002138	Professionals	Psychological Services Dir	0.03%	0.00%	0.02%
002154	Professionals	Registered Nurse Supervisor	0.52%	0.06%	0.02%
002172	Professionals	Registered Nurse Admin-Supv	0.17%	0.00%	0.00%
002241	Professionals	Grants Specialist Coord	0.09%	0.05%	0.03%
002254	Professionals	Research Analyst Supervisor Sr	0.00%	0.00%	0.02%
002264	Professionals	Management Analyst Supv 1	0.02%	0.00%	0.00%
002390	Professionals	Accounting Officer Principal	0.09%	0.05%	0.02%
002458	Professionals	Human Svcs Prog Spec 1	0.76%	0.38%	0.19%
002459	Professionals	Human Svcs Prog Spec 2	0.78%	0.27%	0.19%
002461	Professionals	Human Svcs Prog Rep 2	6.47%	1.99%	0.84%
002462	Professionals	Income Mntc Prog Supervisor	0.06%	0.05%	0.00%
002572	Professionals	Investigation Supv	0.00%	0.00%	0.00%
002633	Professionals	Client Advocate	0.02%	0.00%	0.00%
002687	Professionals	Safety Administrator	0.05%	0.02%	0.03%
002707	Professionals	Special Teacher:Ba/Bs+Lic+40	0.03%	0.00%	0.00%
002715	Professionals	Human Svcs Prog Rep 1	3.23%	1.23%	0.47%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
002843	Professionals	Skills Development Specialist	1.27%	0.17%	0.17%
002846	Professionals	Recreation Therapist Lead	0.02%	0.00%	0.00%
002914	Professionals	Childrens Services Prog Supv	0.09%	0.02%	0.00%
003017	Professionals	Human Resources Specialist 3	0.11%	0.05%	0.00%
003105	Professionals	Community Residential Supv	0.62%	0.08%	0.08%
003171	Professionals	Agency Policy Specialist	0.66%	0.21%	0.09%
003176	Professionals	Investigation Specialist	0.09%	0.03%	0.05%
003264	Professionals	Human Svcs Prog Coordinator	0.41%	0.08%	0.06%
003322	Professionals	Human Svcs Prog Consultant	2.12%	0.46%	0.25%
003499	Professionals	Mn Care Enrollment Supv	0.19%	0.05%	0.00%
003533	Professionals	Medical Specialist 4	0.03%	0.02%	0.00%
003543	Professionals	Clinical Program Therapist 1	0.52%	0.14%	0.11%
003544	Professionals	Clinical Program Therapist 2	0.60%	0.09%	0.08%
003545	Professionals	Clinical Program Therapist 3	1.80%	0.17%	0.11%
003604	Professionals	State Prog Admin	0.09%	0.02%	0.02%
003605	Professionals	State Prog Admin Intermediate	0.09%	0.00%	0.05%
003606	Professionals	State Prog Admin Sr	0.30%	0.05%	0.05%
003607	Professionals	State Prog Admin Prin	0.32%	0.06%	0.08%
003608	Professionals	State Prog Admin Coordinator	0.95%	0.28%	0.16%
003609	Professionals	State Prog Admin Director	0.44%	0.00%	0.00%
003610	Professionals	Registered Nurse Advanced Prac	0.21%	0.06%	0.02%
003689	Professionals	State Prog Admin Supervisor Sr	0.13%	0.00%	0.02%
003712	Professionals	State Prog Admin Supv Prin	0.03%	0.00%	0.00%
003730	Professionals	Management Analyst Staff Spec	0.11%	0.03%	0.03%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003825	Professionals	Behavioral Med Practitioner	0.52%	0.08%	0.03%
003859	Professionals	Lic Alcohol/Drug Counselor	0.03%	0.00%	0.00%
003866	Professionals	Human Svcs Investigator	0.05%	0.05%	0.02%
003867	Professionals	Clinical Program Therapist 4	1.42%	0.13%	0.11%
003884	Professionals	Psych Adv Practice Reg Nurse	0.36%	0.13%	0.03%
003887	Professionals	Psychiatrist 1	0.05%	0.06%	0.00%
003889	Professionals	Psychiatrist 3	0.00%	0.03%	0.00%
003890	Professionals	Psychiatrist 4	0.03%	0.02%	0.00%
003891	Professionals	Psychiatrist 5	0.02%	0.00%	0.00%
003912	Professionals	Human Services Supervisor 1	0.05%	0.00%	0.00%
003913	Professionals	Human Services Supervisor 2	0.38%	0.11%	0.05%
003914	Professionals	Human Services Supervisor 3	1.20%	0.24%	0.09%
003915	Professionals	Human Services Supervisor 4	0.22%	0.06%	0.03%
003927	Professionals	Special Needs Dentist	0.03%	0.00%	0.00%
003931	Professionals	Accounting Officer Coordinator	0.00%	0.03%	0.00%
008755	Professionals	Proj Consultant Sr	0.03%	0.00%	0.02%
000093	Technicians/Paraprofessionals	Security Counselor	3.23%	1.14%	0.71%
001475	Technicians/Paraprofessionals	Medical Records Tech 2	0.17%	0.09%	0.06%
001564	Technicians/Paraprofessionals	Human Svcs Technician	10.62%	3.67%	0.87%
001659	Technicians/Paraprofessionals	Licensed Practical Nurse	3.89%	0.65%	0.32%
002555	Technicians/Paraprofessionals	Behavior Modification Asst	2.86%	1.25%	0.28%
002556	Technicians/Paraprofessionals	Chemical Depend Program Asst	0.46%	0.08%	0.09%
002559	Technicians/Paraprofessionals	Mental Health Prog Asst	1.09%	0.49%	0.14%
002565	Technicians/Paraprofessionals	Recreation Program Asst	0.08%	0.00%	0.02%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
002566	Technicians/Paraprofessionals	Work Therapy Technician	1.23%	0.46%	0.09%
003498	Technicians/Paraprofessionals	MN Health Insurance Prog Rep 1	1.08%	0.36%	0.14%
003661	Technicians/Paraprofessionals	Residential Prog Lead	0.51%	0.05%	0.05%
003709	Technicians/Paraprofessionals	State Prog Admin Tech Spec	0.13%	0.00%	0.02%
003892	Technicians/Paraprofessionals	MN Health Insurance Prog Rep 2	1.82%	0.24%	0.24%
		Total	69.03%	18.95%	8.42%

Technicians/Paraprofessionals

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000001	Office/Clerical	Account Clerk	0.12%	0.03%	0.00%
002028	Office/Clerical	Security/Comm Systems Monitor	0.15%	0.03%	0.00%
003627	Office/Clerical	Office & Admin Specialist	0.38%	0.09%	0.09%
003628	Office/Clerical	Office & Admin Specialist Int	2.90%	0.44%	0.77%
003629	Office/Clerical	Office & Admin Specialist Sr	2.10%	0.56%	0.33%
003631	Office/Clerical	Central Svcs Admin Spec	0.03%	0.00%	0.03%
003632	Office/Clerical	Central Svcs Admin Spec Inter	0.24%	0.00%	0.00%
003633	Office/Clerical	Central Svcs Admin Spec Senior	0.33%	0.03%	0.00%
003635	Office/Clerical	Customer Svcs Specialist	0.03%	0.00%	0.03%
003638	Office/Clerical	Customer Svcs Specialist Princ	0.12%	0.03%	0.03%
000305	Service Maintenance	Food Service Worker	0.77%	0.12%	0.00%
000779	Service Maintenance	Food Service Supervisor	0.06%	0.00%	0.00%
001357	Service Maintenance	General Repair Worker	0.00%	0.03%	0.03%
001555	Service Maintenance	Inserting Machine Operator	0.06%	0.09%	0.03%
001725	Service Maintenance	General Maintenance Wrkr	0.98%	0.15%	0.06%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
002238	Service Maintenance	Building Svcs Lead	0.03%	0.00%	0.00%
000135	Skilled Craft	Building Utilities Mechanic	0.00%	0.03%	0.00%
002270	Skilled Craft	Building Maintenance Lead Wrkr	0.00%	0.00%	0.06%
000093	Technicians/Paraprofessionals	Security Counselor	6.03%	2.13%	1.33%
000094	Technicians/Paraprofessionals	Security Counselor Lead	0.86%	0.30%	0.12%
000716	Technicians/Paraprofessionals	EDP Operations Supervisor 2	0.00%	0.00%	0.00%
001475	Technicians/Paraprofessionals	Medical Records Tech 2	0.33%	0.18%	0.12%
001486	Technicians/Paraprofessionals	Human Resources Technician 2	0.15%	0.03%	0.03%
001564	Technicians/Paraprofessionals	Human Svcs Technician	19.85%	6.86%	1.63%
001659	Technicians/Paraprofessionals	Licensed Practical Nurse	7.28%	1.21%	0.59%
002191	Technicians/Paraprofessionals	Medical Records Tech Supv 2	0.03%	0.00%	0.00%
002555	Technicians/Paraprofessionals	Behavior Modification Asst	5.35%	2.34%	0.53%
002556	Technicians/Paraprofessionals	Chemical Depend Program Asst	0.86%	0.15%	0.18%
002559	Technicians/Paraprofessionals	Mental Health Prog Asst	2.04%	0.92%	0.27%
002560	Technicians/Paraprofessionals	Certified Occup Therapy Asst 1	0.03%	0.00%	0.00%
002561	Technicians/Paraprofessionals	Certified Occup Therapy Asst 2	0.24%	0.03%	0.00%
002564	Technicians/Paraprofessionals	Structured Program Assistant	0.06%	0.00%	0.00%
002566	Technicians/Paraprofessionals	Work Therapy Technician	2.31%	0.86%	0.18%
002567	Technicians/Paraprofessionals	Work Therapy Asst	0.83%	0.24%	0.03%
002568	Technicians/Paraprofessionals	Work Therapy Program Coord	0.00%	0.00%	0.00%
002580	Technicians/Paraprofessionals	Special Education Program Asst	0.00%	0.00%	0.00%
003468	Technicians/Paraprofessionals	Health Care Claim Spec	0.38%	0.12%	0.03%
003618	Technicians/Paraprofessionals	Human Svcs Support Specialist	1.89%	0.50%	0.09%
003661	Technicians/Paraprofessionals	Residential Prog Lead	0.95%	0.09%	0.09%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003696	Technicians/Paraprofessionals	Child Support Payment Speclist	0.15%	0.06%	0.03%
003885	Technicians/Paraprofessionals	Certified Peer Specialist	0.12%	0.03%	0.12%
003892	Technicians/Paraprofessionals	MN Health Insurance Prog Rep 2	3.40%	0.44%	0.44%
003902	Technicians/Paraprofessionals	Peer Specialist	0.03%	0.03%	0.06%
		Total	61.43%	18.13%	7.31%

Office/Clerical

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000001	Office/Clerical	Account Clerk	0.16%	0.04%	0.00%
000293	Office/Clerical	Exec 2	0.43%	0.12%	0.12%
000632	Office/Clerical	Account Clerk Senior	0.43%	0.00%	0.00%
002028	Office/Clerical	Security/Comm Systems Monitor	0.20%	0.04%	0.00%
002192	Office/Clerical	Office Services Supervisor 1	0.12%	0.04%	0.00%
003627	Office/Clerical	Office & Admin Specialist	0.51%	0.12%	0.12%
003628	Office/Clerical	Office & Admin Specialist Int	3.87%	0.59%	1.03%
003629	Office/Clerical	Office & Admin Specialist Sr	2.80%	0.75%	0.43%
003630	Office/Clerical	Office & Admin Specialist Prin	0.75%	0.20%	0.04%
003632	Office/Clerical	Central Svcs Admin Spec Inter	0.32%	0.00%	0.00%
003633	Office/Clerical	Central Svcs Admin Spec Senior	0.43%	0.04%	0.00%
003637	Office/Clerical	Customer Svcs Specialist Sr	0.00%	0.00%	0.04%
003638	Office/Clerical	Customer Svcs Specialist Princ	0.16%	0.04%	0.04%
008879	Officials and Administrators	Exec Aide	0.08%	0.00%	0.00%
008880	Officials and Administrators	Exec Assistant	0.04%	0.00%	0.00%
001357	Service Maintenance	General Repair Worker	0.00%	0.04%	0.04%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000093	Technicians/Paraprofessionals	Security Counselor	8.05%	2.84%	1.78%
000774	Technicians/Paraprofessionals	Accounting Technician	0.36%	0.04%	0.04%
000875	Technicians/Paraprofessionals	Medical Records Tech 1	0.08%	0.00%	0.00%
000881	Technicians/Paraprofessionals	Human Resources Technician 1	0.20%	0.04%	0.04%
001486	Technicians/Paraprofessionals	Human Resources Technician 2	0.20%	0.04%	0.04%
001564	Technicians/Paraprofessionals	Human Svcs Technician	26.49%	9.16%	2.17%
002555	Technicians/Paraprofessionals	Behavior Modification Asst	7.15%	3.12%	0.71%
003468	Technicians/Paraprofessionals	Health Care Claim Spec	0.51%	0.16%	0.04%
003498	Technicians/Paraprofessionals	MN Health Insurance Prog Rep 1	2.68%	0.91%	0.36%
003611	Technicians/Paraprofessionals	Paralegal	0.20%	0.00%	0.00%
003696	Technicians/Paraprofessionals	Child Support Payment Speclist	0.20%	0.08%	0.04%
003709	Technicians/Paraprofessionals	State Prog Admin Tech Spec	0.32%	0.00%	0.04%
003892	Technicians/Paraprofessionals	MN Health Insurance Prog Rep 2	4.54%	0.59%	0.59%
		Total	61.27%	18.99%	7.70%

Skilled Craft

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
000132	Skilled Craft	Building Maintenance Supv	0.14%	0.00%	0.00%
000146	Skilled Craft	Carpenter	0.00%	0.00%	0.00%
000525	Skilled Craft	Plant Mntc Engineer	0.00%	0.00%	0.43%
001075	Skilled Craft	Pwr Plt Chief Engineer	0.00%	0.00%	0.14%
002214	Skilled Craft	Building Maintenance Coord	0.00%	0.14%	0.14%
002270	Skilled Craft	Building Maintenance Lead Wrkr	0.00%	0.00%	0.29%
003189	Skilled Craft	Electrical/Electronics Spec	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003452	Skilled Craft	Electrician Master Record	0.00%	0.14%	0.00%
003453	Skilled Craft	Plumber Master In Charge	0.00%	0.00%	0.00%
		Total	29.24%	10.56%	7.42%

Service Maintenance

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
003628	Office/Clerical	Office & Admin Specialist Int	4.30%	0.66%	1.14%
003629	Office/Clerical	Office & Admin Specialist Sr	3.12%	0.83%	0.48%
003632	Office/Clerical	Central Svcs Admin Spec Inter	0.35%	0.00%	0.00%
003638	Office/Clerical	Customer Svcs Specialist Princ	0.18%	0.04%	0.04%
002843	Professionals	Skills Development Specialist	3.51%	0.48%	0.48%
000157	Service Maintenance	Chief Cook	0.00%	0.00%	0.00%
000197	Service Maintenance	Cook	0.39%	0.04%	0.04%
000198	Service Maintenance	Cook Coordinator	0.13%	0.04%	0.00%
000305	Service Maintenance	Food Service Worker	1.14%	0.18%	0.00%
000329	Service Maintenance	Groundskeeper Senior	0.00%	0.04%	0.00%
000779	Service Maintenance	Food Service Supervisor	0.09%	0.00%	0.00%
000800	Service Maintenance	Dining Hall Coordinator	0.09%	0.00%	0.00%
000860	Service Maintenance	Building Svcs Supervisor	0.00%	0.00%	0.00%
001357	Service Maintenance	General Repair Worker	0.00%	0.04%	0.04%
001555	Service Maintenance	Inserting Machine Operator	0.09%	0.13%	0.04%
001556	Service Maintenance	Inserting Machine Operator Lea	0.00%	0.00%	0.00%
001725	Service Maintenance	General Maintenance Wrkr	1.45%	0.22%	0.09%
001728	Service Maintenance	General Maintenance Wrkr Lead	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %
002238	Service Maintenance	Building Svcs Lead	0.04%	0.00%	0.00%
000132	Skilled Craft	Building Maintenance Supv	0.04%	0.00%	0.00%
000135	Skilled Craft	Building Utilities Mechanic	0.00%	0.04%	0.00%
000146	Skilled Craft	Carpenter	0.00%	0.00%	0.00%
000525	Skilled Craft	Plant Mntc Engineer	0.00%	0.00%	0.13%
000761	Skilled Craft	Welder	0.00%	0.00%	0.00%
002101	Skilled Craft	Carpenter Lead	0.00%	0.00%	0.00%
002270	Skilled Craft	Building Maintenance Lead Wrkr	0.00%	0.00%	0.09%
000093	Technicians/Paraprofessionals	Security Counselor	8.95%	3.16%	1.97%
000886	Technicians/Paraprofessionals	EDP Operations Technician 2	0.09%	0.00%	0.00%
001020	Technicians/Paraprofessionals	Pharmacy Technician	0.44%	0.00%	0.04%
001564	Technicians/Paraprofessionals	Human Svcs Technician	29.44%	10.18%	2.41%
002567	Technicians/Paraprofessionals	Work Therapy Asst	1.23%	0.35%	0.04%
003618	Technicians/Paraprofessionals	Human Svcs Support Specialist	2.81%	0.75%	0.13%
		Total	57.88%	17.20%	7.20%

Appendix E- Determining Availability

Officials/Administrators

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	59.00%	69.50%	28.80%	5.50%	41.01%	16.99%	3.25%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: United States COC and COC Title: 420, Social and Community Service Manager	Our two-year historical appointments in this job category shows 59% from external and 41% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	41.00%	72.19%	19.40%	9.21%	29.60%	7.95%	3.78%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	70.60%	24.95%	7.02%	Blank	Blank

Professionals

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	73.00%	83.90%	30.10%	6.35%	61.25%	21.97%	4.64%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: 50:50 weighting between MN St. Paul-Mpls-Bloomington MSA for metro and MN except MN MSA COC and COC Title: 2016, Social and Human Services Assistants	Our two-year historical appointments in this job category shows 73% from external and 27% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	27.00%	69.03%	18.95%	8.42%	18.64%	5.12%	2.27%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	79.88%	27.09%	6.91%	Blank	Blank

End of table

Technicians/Paraprofessionals

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	95.00%	0.735	0.289	0.067	69.83%	27.46%	6.37%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: 50:50 weighting between MN St. Paul-Mpls-Bloomington MSA for metro and MN except MN MSA COC and COC Title: 3603, Nursing Assistants	Our two-year historical appointments in this job category shows 95% from external and 5% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	5.00%	61.43%	18.13%	7.31%	3.07%	0.91%	0.37%	Employee workforce for the job groups that constitute feeders to this job group.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	72.90%	28.36%	6.73%	Blank	Blank

End of table

Office/Clerical

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	84.00%	84.35%	13.20%	5.00%	70.85%	11.10%	4.20%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: 50:50 weighting between MN St. Paul-Mpls-Bloomington MSA for metro and MN except MN MSA COC and COC Title: 5860, Office Clerks, General	Our two-year historical appointments in this job category shows 84% from external and 16% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	16.00%	61.27%	18.99%	7.70%	9.80%	3.04%	1.23%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	80.65%	14.14%	5.43%	Blank	Blank

End of table

Skilled Craft

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	87.00%	5.00%	19.25%	10.40%	4.35%	16.75%	9.10%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: 50:50 weighting between MN St. Paul-Mpls-Bloomington MSA for metro and MN except MN MSA COC and COC Title: 6765, Other construction and related workers	Our two-year historical appointments in this job category shows 87% from external and 13% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	13.00%	29.24%	10.56%	7.42%	3.80%	1.37%	0.96%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	8.15%	18.12%	10.06%	Blank	Blank

End of table

Service Maintenance

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	91.00%	3.40%	7.75%	8.20%	3.91%	8.10%	7.28%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: 50:50 weighting between MN St. Paul-Mpls-Bloomington MSA for metro and MN except MN MSA COC and COC Title: 7340, Maintenance and repair workers, general	Our two-year historical appointments in this job category shows 91% from external and 9% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	9.00%	57.88%	17.20%	7.20%	5.21%	1.55%	0.65%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	9.12%	9.65%	7.93%	Blank	Blank