

Appendix A

Agency Name: Dakota County TC

Progress Toward Goals Report

Data Range: 7/1/2018 - 6/30/2020

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?
Faculty	42.59%	46.20%	43.24%		43.24%	No
Office Clerical	84.85%	63.40%	86.67%	100.00%	87.50%	Yes
Officials and Administrators	33.33%	40.20%	0.00%		0.00%	No
Professionals / Paraprofessionals	62.65%	55.70%	42.42%	81.82%	52.27%	No
Service Maintenance	27.78%	19.50%	0.00%	0.00%	0.00%	No
Skilled Craft	0.00%	6.30%				
Technicians	75.00%	57.20%	100.00%		100.00%	Yes

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?
Faculty	9.26%	24.90%	8.11%		8.11%	No
Office Clerical	6.06%	10.50%	33.33%	0.00%	31.25%	Yes
Officials and Administrators	8.33%	7.60%	50.00%		50.00%	Yes
Professionals / Paraprofessionals	7.23%	10.60%	33.33%	18.18%	29.55%	Yes
Service Maintenance	22.22%	19.50%	25.00%	0.00%	16.67%	No
Skilled Craft	25.00%	8.80%				
Technicians	0.00%	10.60%	0.00%		0.00%	No

Appendix A

Agency Name: Dakota County TC

Progress Toward Goals Report

Data Range: 7/1/2018 - 6/30/2020

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?
Faculty	6.17%	7.00%	0.00%		0.00%	No
Office Clerical	24.24%	7.00%	0.00%	0.00%	0.00%	No
Officials and Administrators	16.67%	7.00%	50.00%		50.00%	Yes
Professionals / Paraprofessionals	8.43%	7.00%	3.03%	9.09%	4.55%	No
Service Maintenance	16.67%	7.00%	0.00%	0.00%	0.00%	No
Skilled Craft	0.00%	7.00%				
Technicians	25.00%	7.00%	66.67%		66.67%	Yes

Agency Name: Dakota County TC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

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
Death	0.00%	0.00%	0.00%	0.00%
Dismissal	0.00%	0.00%	0.00%	0.00%
Early/Enhanced Retirement	7.81%	60.00%	0.00%	0.00%
Layoff	0.00%	0.00%	0.00%	0.00%
Non-Renewal/Non-Cert	4.69%	33.33%	0.00%	0.00%
Reduction in Workforce	0.00%	0.00%	0.00%	0.00%
Resignation	59.38%	63.16%	13.16%	5.26%
Retirement	14.06%	44.44%	0.00%	11.11%
Termination	4.69%	66.67%	0.00%	0.00%
Transfer	9.38%	50.00%	16.67%	0.00%
Total Separations	100.00%	57.81%	9.38%	4.69%

Faculty				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement	11.76%	100.00%	0.00%	0.00%
Layoff				
Non-Renewal/Non-Cert	5.88%	100.00%	0.00%	0.00%
Reduction in Workforce				
Resignation	64.71%	63.64%	18.18%	0.00%
Retirement	17.65%	33.33%	0.00%	0.00%
Termination				
Transfer				
Total Separations	100.00%	64.71%	11.76%	0.00%

Agency Name: Dakota County TC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Office Clerical				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation	83.33%	80.00%	10.00%	0.00%
Retirement	8.33%	100.00%	0.00%	0.00%
Termination	8.33%	100.00%	0.00%	0.00%
Transfer				
Total Separations	100.00%	83.33%	8.33%	0.00%

Officials and Administrators				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation	33.33%	0.00%	0.00%	0.00%
Retirement	33.33%	100.00%	0.00%	100.00%
Termination	33.33%	0.00%	0.00%	0.00%
Transfer				
Total Separations	100.00%	33.33%	0.00%	33.33%

Agency Name: Dakota County TC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Professionals / Paraprofessionals				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement	8.00%	50.00%	0.00%	0.00%
Layoff				
Non-Renewal/Non-Cert	8.00%	0.00%	0.00%	0.00%
Reduction in Workforce				
Resignation	60.00%	60.00%	13.33%	13.33%
Retirement	4.00%	0.00%	0.00%	0.00%
Termination	4.00%	100.00%	0.00%	0.00%
Transfer	16.00%	75.00%	0.00%	0.00%
Total Separations	100.00%	56.00%	8.00%	8.00%

Service Maintenance				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement	16.67%	0.00%	0.00%	0.00%
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation	16.67%	0.00%	0.00%	0.00%
Retirement	33.33%	0.00%	0.00%	0.00%
Termination				
Transfer	33.33%	0.00%	50.00%	0.00%
Total Separations	100.00%	0.00%	16.67%	0.00%

Agency Name: Dakota County TC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Skilled Craft				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement				
Termination				
Transfer				
Total Separations				

Technicians				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement	100.00%	100.00%	0.00%	0.00%
Termination				
Transfer				
Total Separations	100.00%	100.00%	0.00%	0.00%

Agency Name:

Job Category Analysis: Listing of Job Titles

Data as of: 04/01/2020

Officials/Administrators	
Job Code	Job Title
003679	State Prog Admin Manager Sr
007854	MnSCU Admin-4
007855	MnSCU Admin-5
007856	MnSCU Admin-6
007858	MnSCU Admin-8
end of data	end of data

Total

Professionals	
Job Code	Job Title
000004	Accounting Officer
000006	Management Analyst 1
000498	Human Resources Specialist 1
000774	Accounting Technician
001314	Information Officer 1
001399	Safety & Health Officer 1
001423	Human Resources Specialist 2
001486	Human Resources Technician 2
001528	Management Analyst 2
002150	Student Registration Coord
003583	Information Technology Spec 1
003584	Information Technology Spec 2
003585	Information Technology Spec 3
007012	MnSCU Academic Professional 1
007013	MnSCU Academic Professional 3
007020	MnSCU Academic Supervisor 1
007022	MnSCU Academic Professional 2
007023	MnSCU Academic Supervisor 2
007205	Customized Training Rep
007847	MnSCU Academic Supervisor 3
end of data	end of data

Total

Technicians

Job Code	Job Title
000753	Graphic Arts Specialist
001659	Licensed Practical Nurse 2
end of data	end of data

Total

Para-professionals

Job Code	Job Title
000308	Library Technician
000865	College Laboratory Assistant 1
000929	Automotive Parts Technician
002632	College Laboratory Assistant 2
003842	Higher Education Tutor
end of data	end of data

Total

Office/Clerical

Job Code	Job Title
000001	Account Clerk
000293	Executive 2
000632	Account Clerk Senior
003455	College Bookstore Coord Sr
003626	Office Specialist
003628	Office & Admin Special Interme
003632	Central Svcs Admin Spec Inter

Total

Skilled Craft

Job Code	Job Title
000131	Building Maintenance Forman
000135	Building Utilities Mechanic
000146	Carpenter
000525	Plant Mntc Engineer
end of data	end of data

Total

Service Maintenance

Job Code	Job Title
000328	Groundskeeper
000861	Building Services Manager
001357	General Repair Worker
001725	General Maintenance Worker
001728	General Maintenance Wrkr Lead
end of data	end of data

Total

Faculty: Temporary

Job Code	Job Title
007845	Technical College Faculty
end of data	end of data

Total

Faculty: Probationary

Job Code	Job Title
007845	Technical College Faculty
end of data	end of data

Total

Faculty: Unlimited

Job Code	Job Title
007845	Technical College Faculty
end of data	end of data

Total

Institution Name:

Feeder Jobs and Feeder Group Analysis

Data as of: 04/01/2020

Officials/Administrators						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
003679	Officials/Administrators	State Prog Admin Manager Sr	0.00%	0.00%	0.00%	0.00%
007013	Professionals	MnSCU Academic Professional 3	2.74%	1.37%	0.00%	1.37%
007020	Professionals	MnSCU Academic Supervisor 1	2.74%	0.00%	0.00%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	2.74%	0.00%	0.00%	0.00%
007845	Faculty	Technical College Faculty	34.25%	6.85%	1.37%	2.74%
007847	Professionals	MnSCU Academic Supervisor 3	0.00%	0.00%	1.37%	0.00%
007854	Officials/Administrators	MnSCU Admin-4	0.00%	0.00%	0.00%	0.00%
007855	Officials/Administrators	MnSCU Admin-5	0.00%	1.37%	1.37%	0.00%
007856	Officials/Administrators	MnSCU Admin-6	1.37%	1.37%	0.00%	0.00%
007858	Officials/Administrators	MnSCU Admin-8	0.00%	0.00%	1.37%	0.00%
end of data	end of data	end of data				
Total			43.84%	10.96%	5.48%	4.11%

Professionals						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000004	Professionals	Accounting Officer	1.28%	0.00%	0.00%	0.00%
000006	Professionals	Management Analyst 1	2.56%	0.00%	1.28%	1.28%
000498	Professionals	Human Resources Specialist 1	2.56%	1.28%	0.00%	0.00%
000753	Technicians	Graphic Arts Specialist	1.28%	0.00%	1.28%	0.00%
000774	Professionals	Accounting Technician	3.85%	0.00%	1.28%	0.00%
000865	Para-Professionals	College Laboratory Assistant 1	1.28%	0.00%	0.00%	0.00%
001314	Professionals	Information Officer 1	1.28%	0.00%	0.00%	0.00%
001399	Professionals	Safety & Health Officer 1	1.28%	0.00%	0.00%	0.00%
001423	Professionals	Human Resources Specialist 2	1.28%	0.00%	0.00%	0.00%
001486	Professionals	Human Resources Technician 2	5.13%	0.00%	0.00%	0.00%
001528	Professionals	Management Analyst 2	2.56%	0.00%	0.00%	0.00%
001659	Technicians	Licensed Practical Nurse 2	1.28%	0.00%	0.00%	0.00%
002150	Professionals	Student Registration Coord	1.28%	0.00%	0.00%	0.00%
002632	Para-Professionals	College Laboratory Assistant 2	3.85%	0.00%	1.28%	0.00%
003583	Professionals	Information Technology Spec 1	0.00%	0.00%	1.28%	2.56%
003584	Professionals	Information Technology Spec 2	1.28%	0.00%	0.00%	0.00%
003585	Professionals	Information Technology Spec 3	0.00%	1.28%	1.28%	1.28%
003842	Para-Professionals	Higher Education Tutor	1.28%	0.00%	0.00%	0.00%
007012	Professionals	MnSCU Academic Professional 1	10.26%	7.69%	1.28%	1.28%
007013	Professionals	MnSCU Academic Professional 3	2.56%	1.28%	0.00%	1.28%
007020	Professionals	MnSCU Academic Supervisor 1	2.56%	0.00%	0.00%	0.00%
007022	Professionals	MnSCU Academic Professional 2	10.26%	2.56%	1.28%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	2.56%	0.00%	0.00%	0.00%
Total			61.54%	14.10%	10.26%	7.69%

Institution Name:

Feeder Jobs and Feeder Group Analysis

Data as of: 04/01/2020

Technicians						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000001	Office/Clerical	Account Clerk	0.00%	0.00%	0.00%	0.00%
000632	Office/Clerical	Account Clerk Senior	3.45%	0.00%	0.00%	0.00%
000753	Technicians	Graphic Arts Specialist	3.45%	0.00%	3.45%	0.00%
000865	Para-Professionals	College Laboratory Assistant 1	3.45%	0.00%	0.00%	0.00%
001659	Technicians	Licensed Practical Nurse 2	3.45%	0.00%	0.00%	0.00%
002632	Para-Professionals	College Laboratory Assistant 2	10.34%	0.00%	3.45%	0.00%
003626	Office/Clerical	Office Specialist	10.34%	3.45%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	41.38%	6.90%	3.45%	3.45%
003632	Office/Clerical	Central Svcs Admin Spec Inter	6.90%	0.00%	0.00%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	3.45%	0.00%	3.45%	0.00%
end of data	end of data	end of data				
Total			86.21%	10.34%	13.79%	3.45%

Para Professionals						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000308	Para-Professionals	Library Technician	8.00%	0.00%	0.00%	0.00%
000865	Para-Professionals	College Laboratory Assistant 1	4.00%	0.00%	0.00%	0.00%
000929	Para-Professionals	Automotive Parts Technician	0.00%	0.00%	4.00%	0.00%
003626	Office/Clerical	Office Specialist	12.00%	4.00%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	48.00%	8.00%	4.00%	4.00%
003632	Office/Clerical	Central Svcs Admin Spec Inter	8.00%	0.00%	0.00%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	4.00%	0.00%	4.00%	0.00%
003842	Para-Professionals	Higher Education Tutor	4.00%	0.00%	0.00%	0.00%
end of data	end of data	end of data				
Total			88.00%	12.00%	12.00%	4.00%

Office/Clerical						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000001	Office/Clerical	Account Clerk	0.00%	0.00%	0.00%	0.00%
000293	Office/Clerical	Executive 2	3.57%	3.57%	0.00%	0.00%
000632	Office/Clerical	Account Clerk Senior	3.57%	0.00%	0.00%	0.00%
001725	Service Maintenance	General Maintenance Worker	10.71%	7.14%	0.00%	0.00%
003455	Office/Clerical	College Bookstore Coord Sr	3.57%	0.00%	0.00%	0.00%
003626	Office/Clerical	Office Specialist	10.71%	3.57%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	42.86%	7.14%	3.57%	3.57%
003632	Office/Clerical	Central Svcs Admin Spec Inter	7.14%	0.00%	0.00%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	3.57%	0.00%	3.57%	0.00%
end of data	end of data	end of data				
Total			85.71%	21.43%	7.14%	3.57%

Skilled Craft						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000131	Skilled Craft	Building Maintenance Forman	0.00%	0.00%	0.00%	0.00%
000135	Skilled Craft	Building Utilities Mechanic	0.00%	6.25%	0.00%	6.25%
000146	Skilled Craft	Carpenter	0.00%	0.00%	0.00%	0.00%
000328	Service Maintenance	Groundskeeper	0.00%	0.00%	0.00%	0.00%
000525	Skilled Craft	Plant Mntc Engineer	0.00%	0.00%	0.00%	0.00%
000861	Service Maintenance	Building Services Manager	0.00%	0.00%	0.00%	6.25%
001357	Service Maintenance	General Repair Worker	0.00%	0.00%	0.00%	6.25%
001725	Service Maintenance	General Maintenance Worker	18.75%	12.50%	0.00%	0.00%
001728	Service Maintenance	General Maintenance Wrkr Lead	6.25%	0.00%	6.25%	0.00%
end of data	end of data	end of data				
Total			25.00%	18.75%	6.25%	18.75%

Institution Name:

Feeder Jobs and Feeder Group Analysis

Data as of: 04/01/2020

Service Maintenance						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000328	Service Maintenance	Groundskeeper	0.00%	0.00%	0.00%	0.00%
001357	Service Maintenance	General Repair Worker	0.00%	0.00%	0.00%	9.09%
001725	Service Maintenance	General Maintenance Worker	27.27%	18.18%	0.00%	0.00%
001728	Service Maintenance	General Maintenance Wrkr Lead	9.09%	0.00%	9.09%	0.00%
end of data	end of data	end of data				
Total			36.36%	18.18%	9.09%	9.09%

Faculty: Temporary						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
007845	Temporary/Cust. Training	Technical College Faculty	46.30%	9.26%	1.85%	3.70%
end of data	end of data	end of data				
Total			46.30%	9.26%	1.85%	3.70%

Faculty: Customized Training						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
007845	Temporary/Cust. Training	Technical College Faculty	46.30%	9.26%	1.85%	3.70%
end of data	end of data	end of data				
Total			46.30%	9.26%	1.85%	3.70%

Faculty: Probationary						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
007845	Temporary/Cust. Training	Technical College Faculty	46.30%	9.26%	1.85%	3.70%
end of data	end of data	end of data				
Total			46.30%	9.26%	1.85%	3.70%

Faculty: Unlimited						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
007845	Faculty: Probationary	Technical College Faculty	38.46%	0.00%	0.00%	7.69%
end of data	end of data	end of data				
Total			38.46%	0.00%	0.00%	7.69%

Institution Name:

Dakota County Technical College

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Officials/Administrators											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics Veterans	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics Veterans	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.	75.00%	38.86%	9.56%	4.04%	4.94%	29.15%	7.17%	3.03%	3.71%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	43.84%	10.96%	5.48%	4.11%	10.96%	2.74%	1.37%	1.03%		
The value of weight must equal to 100.00% →	100.00%	Final Avail %				40.11%	9.91%	4.40%	4.74%		

Professionals											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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%	40.99%	12.34%	3.75%	4.39%	29.92%	9.01%	2.74%	3.21%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 27% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	27.00%	61.54%	14.10%	10.26%	7.69%	16.62%	3.81%	2.77%	2.08%		
The value of weight must equal to 100.00% →	100.00%	Final Avail %				46.54%	12.82%	5.51%	5.28%		

Institution Name: **Dakota County Technical College**

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Technicians											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	80.00%	40.99%	12.34%	3.75%	4.39%	32.79%	9.87%	3.00%	3.51%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	20.00%	86.21%	10.34%	13.79%	3.45%	17.24%	2.07%	2.76%	0.69%	Employee workforce for the job groups that constitute feeders to this job group.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				50.03%	11.94%	5.76%	4.20%		

Institution Name:

Dakota County Technical College

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Para Professionals											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 27% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	27.00%	88.00%	12.00%	12.00%	4.00%	23.76%	3.24%	3.24%	1.08%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				23.76%	3.24%	3.24%	1.08%		

Office/Clerical											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	85.00%	40.99%	12.34%	3.75%	4.39%	34.84%	10.49%	3.19%	3.73%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 6.25% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	15.00%	85.71%	21.43%	7.14%	3.57%	12.86%	3.21%	1.07%	0.54%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				47.70%	13.70%	4.26%	4.27%		

Institution Name:

Dakota County Technical College

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Skilled Craft											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	85.00%	38.86%	9.56%	4.04%	4.94%	33.03%	8.13%	3.44%	4.20%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We had no hires in the job category in the past two year cycle. This is what we would like to see if we do hire
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	15.00%	25.00%	18.75%	6.25%	18.75%	3.75%	2.81%	0.94%	2.81%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				36.78%	10.94%	4.37%	7.01%		

Service Maintenance											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	65.00%	40.92%	12.01%	3.82%	4.52%	26.60%	7.81%	2.49%	2.94%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 33% promotions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	35.00%	36.36%	18.18%	9.09%	9.09%	12.73%	6.36%	3.18%	3.18%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				39.32%	14.17%	5.67%	6.12%		

Institution Name: Dakota County Technical College

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Faculty: Temporary											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	75.00%	40.92%	12.01%	3.82%	4.52%	30.69%	9.01%	2.87%	3.39%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0 promotions, but would like to focus on hiring our TPT and Adjunct faculty in UFT/UPT positions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	46.30%	9.26%	1.85%	3.70%	11.57%	2.31%	0.46%	0.93%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				42.26%	11.32%	3.33%	4.32%		

Faculty: Customized Training											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	75.00%	40.92%	12.01%	3.82%	4.52%	30.69%	9.01%	2.87%	3.39%	The American Community Survey (2014-2018) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0 promotions, but would like to focus on hiring our TPT and Adjunct faculty in UFT/UPT positions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	46.30%	9.26%	1.85%	3.70%	11.57%	2.31%	0.46%	0.93%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				42.26%	11.32%	3.33%	4.32%		

Institution Name: Dakota County Technical College

Determining Availability (note: *Minority= racial/ethnic minority; **Indiv. W Disabl = Individuals with Disabilities)

Faculty: Probationary											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	75.00%	40.92%	12.01%	3.82%	4.52%	30.69%	9.01%	2.87%	3.39%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0 promotions, but would like to focus on hiring our TPT and Adjunct faculty in UFT/UPT positions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	46.30%	9.26%	1.85%	3.70%	11.57%	2.31%	0.46%	0.93%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				42.26%	11.32%	3.33%	4.32%		

Faculty: Unlimited											
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl	Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	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.	75.00%	40.92%	12.01%	3.82%	4.52%	30.69%	9.01%	2.87%	3.39%	The American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics. Region: See header row for region, and reference Appendix A for definition. COC and COC Title: See Appendix B for list of titles used for each EEO-4 Category.	We have changed our hiring practices to include more standard processes and partnered with equity and inclusion - therefore this is what we would like in the future. Past 2 year cycle was 0 promotions, but would like to focus on hiring our TPT and Adjunct faculty in UFT/UPT positions
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	38.46%	0.00%	0.00%	7.69%	9.62%	0.00%	0.00%	1.92%	Employee workforce for the job classifications that constitute feeders to this job category.	
The value of weight must equal to 100.00% →	100.00%	Final Avail %				40.30%	9.01%	2.87%	5.31%		

Institution Name: Dakota County Technical College

Utilization Analysis:

Comparing Incumbency to Availability, Establishing Placement Goals, and Timetable

FEMALES				
Job Categories	% of Female Employees in the Job Category	Female Availability %	Female Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	12.50%	40.11%	Yes	40.11%
Professionals	59.15%	46.54%		
Technicians	100.00%	50.03%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	58.33%	23.76%		
Office/Clerical	95.45%	47.70%		
Skilled Craft	0.00%	36.78%	Yes	36.78%
Service Maintenance	33.33%	39.32%	Monitor	
Faculty: Temporary	46.30%	42.26%		
Faculty: Customized Training	0.00%	42.26%		
Faculty: Probationary	38.46%	42.26%	Monitor	
Faculty: Unlimited	39.66%	40.30%	Monitor	
Totals	50.78%			

RACIAL/ETHNIC MINORITIES				
Job Categories	% of Racial/Ethnic Minority Employees in the Job Category	Racial/Ethnic Minority Availability %	Racial/Ethnic Minority Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	25.00%	9.91%		
Professionals	15.49%	12.82%		
Technicians	0.00%	11.94%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	0.00%	3.24%	Monitor	
Office/Clerical	18.18%	13.70%	Monitor	
Skilled Craft	25.00%	10.94%	Monitor	
Service Maintenance	16.67%	14.17%	Monitor	
Faculty: Temporary	9.26%	11.32%	Yes	11.32%
Faculty: Customized Training	0.00%	11.32%		
Faculty: Probationary	0.00%	11.32%	Yes	11.32%
Faculty: Unlimited	8.62%	9.01%	Monitor	
Totals	11.72%			

Institution Name: Dakota County Technical College

Utilization Analysis:

Comparing Incumbency to Availability, Establishing Placement Goals, and Timetable

INDIVIDUALS WITH DISABILITIES				
Job Categories	% of Individuals with Disabilities Employees in the Job Category	Individuals with Disabilities State Goals %	Individuals with Disabilities Establish Goals?	If Yes, Goals for FY 2020-2022
Officials/Administrators	25.00%	4.40%		
Professionals	9.86%	5.51%		
Technicians	50.00%	5.76%	Monitor	
Protective Service: Non-Sworn	0.00%	0.00%		
Para-Professionals	16.67%	3.24%		
Office/Clerical	9.09%	4.26%		
Skilled Craft	0.00%	4.37%	Monitor	
Service Maintenance	8.33%	5.67%	Monitor	
Faculty: Temporary	1.85%	3.33%	Monitor	
Faculty: Customized Training	0.00%	3.33%		
Faculty: Probationary	0.00%	3.33%	Monitor	
Faculty: Unlimited	6.90%	2.87%		
Totals	7.81%			

Region Definitions				
Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
Arrowhead	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
Arrowhead	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
Arrowhead	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
Central	27	Minnesota	900	Stearns County--St. Cloud City
Central	27	Minnesota	1000	Sherburne & Benton Counties
Central	27	Minnesota	1800	Wright County
East Central	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
East Central Extended	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
East Central Extended	55	Wisconsin	55101	Barron, Polk, Clark & Chippewa (North) Counties
Headwaters	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnommen & Lake of the Woods Counties
Metro	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
Metro	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
Metro	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
Metro	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
Metro	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
Metro	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
Metro	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
Metro	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
Metro	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
Metro	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
Metro	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
Metro	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
Metro	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
Metro	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
Metro	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
Metro	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
Metro	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
Metro	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
Metro	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
Metro	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
Metro	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
Metro	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
Metro	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
Metro	27	Minnesota	1700	Carver & Scott (West) Counties
Metro Extended	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
Metro Extended	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
Metro Extended	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
Metro Extended	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
Metro Extended	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities

Appendix G

Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
Metro Extended	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
Metro Extended	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
Metro Extended	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
Metro Extended	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
Metro Extended	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
Metro Extended	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
Metro Extended	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
Metro Extended	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
Metro Extended	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
Metro Extended	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
Metro Extended	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
Metro Extended	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
Metro Extended	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
Metro Extended	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
Metro Extended	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
Metro Extended	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
Metro Extended	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
Metro Extended	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
Metro Extended	27	Minnesota	1700	Carver & Scott (West) Counties
Metro Extended	55	Wisconsin	55102	St. Croix & Dunn Counties
North Central	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
Northwest	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
Northwest Extended	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
Northwest Extended	38	North Dakota	400	Northeast North Dakota--Grand Forks City
Northwest Extended	38	North Dakota	500	Cass County--Fargo City
South Central	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
South Central	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
Southeast	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
Southeast	27	Minnesota	2500	Olmsted County--Rochester City
Southeast	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
Southeast Extended	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
Southeast Extended	27	Minnesota	2500	Olmsted County--Rochester City
Southeast Extended	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
Southeast Extended	55	Wisconsin	900	La Crosse County
Southwest	27	Minnesota	2100	Southwest Minnesota
Southwest Central	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnomon & Lake of the Woods Counties
State of MN	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
State of MN	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities

Appendix G

Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN	27	Minnesota	800	West Central Minnesota
State of MN	27	Minnesota	900	Stearns County--St. Cloud City
State of MN	27	Minnesota	1000	Sherburne & Benton Counties
State of MN	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN	27	Minnesota	1700	Carver & Scott (West) Counties
State of MN	27	Minnesota	1800	Wright County
State of MN	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN	27	Minnesota	2100	Southwest Minnesota
State of MN	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN	27	Minnesota	2500	Olmsted County--Rochester City
State of MN	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Extended	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN Extended	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnomon & Lake of the Woods Counties
State of MN Extended	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN Extended	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN Extended	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
State of MN Extended	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN Extended	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN Extended	27	Minnesota	800	West Central Minnesota
State of MN Extended	27	Minnesota	900	Stearns County--St. Cloud City
State of MN Extended	27	Minnesota	1000	Sherburne & Benton Counties
State of MN Extended	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN Extended	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN Extended	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN Extended	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN Extended	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN Extended	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN Extended	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN Extended	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN Extended	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN Extended	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN Extended	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN Extended	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN Extended	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN Extended	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN Extended	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN Extended	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN Extended	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN Extended	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN Extended	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN Extended	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN Extended	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN Extended	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN Extended	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN Extended	27	Minnesota	1700	Carver & Scott (West) Counties
State of MN Extended	27	Minnesota	1800	Wright County
State of MN Extended	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN Extended	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN Extended	27	Minnesota	2100	Southwest Minnesota
State of MN Extended	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN Extended	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN Extended	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN Extended	27	Minnesota	2500	Olmsted County--Rochester City
State of MN Extended	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Extended	27	Minnesota	55101	Barron, Polk, Clark & Chippewa (North) Counties

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN Extended	38	North Dakota	500	Cass County--Fargo City
State of MN Extended	38	North Dakota	400	Northeast North Dakota--Grand Forks City
State of MN Extended	55	Wisconsin	55102	St. Croix & Dunn Counties
State of MN Plus E WI	27	Minnesota	100	Clay, Polk, Roseau, Pennington, Marshall, Norman, Kittson & Red Lake Counties
State of MN Plus E WI	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnommen & Lake of the Woods Counties
State of MN Plus E WI	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
State of MN Plus E WI	27	Minnesota	400	St. Louis (North), Koochiching, Lake & Cook Counties--Hibbing & Cloquet Cities
State of MN Plus E WI	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
State of MN Plus E WI	27	Minnesota	600	Chisago, Isanti, Pine, Mille Lacs & Kanabec Counties
State of MN Plus E WI	27	Minnesota	700	Crow Wing, Morrison, Todd & Wadena Counties
State of MN Plus E WI	27	Minnesota	800	West Central Minnesota
State of MN Plus E WI	27	Minnesota	900	Stearns County--St. Cloud City
State of MN Plus E WI	27	Minnesota	1000	Sherburne & Benton Counties
State of MN Plus E WI	27	Minnesota	1101	Anoka County (Northwest)--Andover, Ramsey, Anoka & East Bethel Cities
State of MN Plus E WI	27	Minnesota	1102	Anoka County (Southwest)--Coon Rapids, Fridley & Columbia Heights Cities
State of MN Plus E WI	27	Minnesota	1103	Anoka County (East)--Blaine, Lino Lakes & Ham Lake Cities
State of MN Plus E WI	27	Minnesota	1201	Washington County (North)--Oakdale, Forest Lake, Stillwater & Hugo Cities
State of MN Plus E WI	27	Minnesota	1202	Washington County (South)--Woodbury & Cottage Grove Cities
State of MN Plus E WI	27	Minnesota	1301	Ramsey County (North)--Shoreview, White Bear Lake & New Brighton Cities
State of MN Plus E WI	27	Minnesota	1302	Ramsey County (Central & Far Southeast)--Maplewood, Roseville & North St. Paul Cities
State of MN Plus E WI	27	Minnesota	1303	Ramsey County (Southeast)--St. Paul City (East)
State of MN Plus E WI	27	Minnesota	1304	Ramsey County (Southwest)--St. Paul City (West)
State of MN Plus E WI	27	Minnesota	1401	Hennepin County (West)--Champlin, Rogers Cities & Lake Minnetonka
State of MN Plus E WI	27	Minnesota	1402	Hennepin County--Plymouth, Maple Grove (West) & Medicine Lake Cities
State of MN Plus E WI	27	Minnesota	1403	Hennepin County--Brooklyn Park, Maple Grove (East) & Osseo Cities
State of MN Plus E WI	27	Minnesota	1404	Hennepin County--Brooklyn Center, Golden Valley, New Hope & Robbinsdale Cities
State of MN Plus E WI	27	Minnesota	1405	Hennepin County--Minneapolis (North) & St. Anthony Cities
State of MN Plus E WI	27	Minnesota	1406	Hennepin County--Minneapolis City (Southeast)
State of MN Plus E WI	27	Minnesota	1407	Hennepin County--Minneapolis City (Southwest)
State of MN Plus E WI	27	Minnesota	1408	Hennepin County--Edina, St. Louis Park & Hopkins Cities
State of MN Plus E WI	27	Minnesota	1409	Hennepin County--Eden Prairie & Minnetonka Cities
State of MN Plus E WI	27	Minnesota	1410	Hennepin County--Bloomington & Richfield Cities
State of MN Plus E WI	27	Minnesota	1501	Dakota County (North)--Eagan, Inver Grove Heights & South St. Paul Cities
State of MN Plus E WI	27	Minnesota	1502	Dakota County (South)--Lakeville, Hastings, Rosemount & Farmington Cities
State of MN Plus E WI	27	Minnesota	1503	Dakota County (West)--Burnsville & Apple Valley Cities
State of MN Plus E WI	27	Minnesota	1600	Scott County (East)--Shakopee, Savage & Prior Lake Cities
State of MN Plus E WI	27	Minnesota	1700	Carver & Scott (West) Counties
State of MN Plus E WI	27	Minnesota	1800	Wright County
State of MN Plus E WI	27	Minnesota	1900	Kandiyohi, McLeod, Meeker, Renville & Sibley Counties
State of MN Plus E WI	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
State of MN Plus E WI	27	Minnesota	2100	Southwest Minnesota

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN Plus E WI	27	Minnesota	2200	Blue Earth, Nicollet & Waseca Counties--Mankato City
State of MN Plus E WI	27	Minnesota	2300	Rice, Goodhue & Le Sueur Counties
State of MN Plus E WI	27	Minnesota	2400	Mower, Steele, Freeborn & Dodge Counties
State of MN Plus E WI	27	Minnesota	2500	Olmsted County--Rochester City
State of MN Plus E WI	27	Minnesota	2600	Winona, Wabasha, Fillmore & Houston Counties--Winona City
State of MN Plus E WI	55	Wisconsin	55102	St. Croix & Dunn Counties
Upper Minnesota Valley	27	Minnesota	2000	Brown, Lyon, Redwood, Chippewa, Yellow Medicine, Lac qui Parle & Lincoln Counties
West Central	27	Minnesota	800	West Central Minnesota

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
1	Officials and Administrators	000010	MGR-Chief Executives And Legislators
1	Officials and Administrators	000101	MGR-Administrative Services Managers
1	Officials and Administrators	000102	MGR-Facilities Managers
1	Officials and Administrators	000110	MGR-Computer And Information Systems Managers
1	Officials and Administrators	000120	MGR-Financial Managers
1	Officials and Administrators	000135	MGR-Compensation And Benefits Managers
1	Officials and Administrators	000136	MGR-Human Resources Managers
1	Officials and Administrators	000137	MGR-Training And Development Managers
1	Officials and Administrators	000140	MGR-Industrial Production Managers
1	Officials and Administrators	000150	MGR-Purchasing Managers
1	Officials and Administrators	000160	MGR-Transportation, Storage, And Distribution Managers
1	Officials and Administrators	000020	MGR-General And Operations Managers
1	Officials and Administrators	000205	MGR-Farmers, Ranchers, And Other Agricultural Managers
1	Officials and Administrators	000220	MGR-Construction Managers
1	Officials and Administrators	000230	MGR-Education And Childcare Administrators
1	Officials and Administrators	000300	MGR-Architectural And Engineering Managers
1	Officials and Administrators	000310	MGR-Food Service Managers
1	Officials and Administrators	000335	MGR-Entertainment and Recreation Managers
1	Officials and Administrators	000340	MGR-Lodging Managers
1	Officials and Administrators	000350	MGR-Medical And Health Services Managers
1	Officials and Administrators	000360	MGR-Natural Sciences Managers
1	Officials and Administrators	000040	MGR-Advertising And Promotions Managers
1	Officials and Administrators	000410	MGR-Property, Real Estate, And Community Association Managers
1	Officials and Administrators	000420	MGR-Social And Community Service Managers
1	Officials and Administrators	000425	MGR-Emergency Management Directors
1	Officials and Administrators	000440	MGR-Other Managers
1	Officials and Administrators	000051	MGR-Marketing Managers
1	Officials and Administrators	000052	MGR-Sales Managers
1	Officials and Administrators	000060	MGR-Public Relations And Fundraising Managers
2	Professionals	001005	CMM-Computer And Information Research Scientists
2	Professionals	001006	CMM-Computer Systems Analysts
2	Professionals	001007	CMM-Information Security Analysts
2	Professionals	001010	CMM-Computer Programmers
2	Professionals	001021	CMM-Software Developers
2	Professionals	001022	CMM-Software Quality Assurance Analysts and Testers
2	Professionals	001031	CMM-Web Developers
2	Professionals	001032	CMM-Web And Digital Interface Designers
2	Professionals	001050	CMM-Computer Support Specialists
2	Professionals	001065	CMM-Database Administrators and Architects

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
2	Professionals	001105	CMM-Network And Computer Systems Administrators
2	Professionals	001106	CMM-Computer Network Architects
2	Professionals	001108	CMM-Computer Occupations, All Other
2	Professionals	001200	CMM-Actuaries
2	Professionals	001220	CMM-Operations Research Analysts
2	Professionals	001240	CMM-Other Mathematical Science Occupations
2	Professionals	001305	ENG-Architects, Except Landscape And Naval
2	Professionals	001306	ENG-Landscape Architects
2	Professionals	001310	ENG-Surveyors, Cartographers, And Photogrammetrists
2	Professionals	001320	ENG-Aerospace Engineers
2	Professionals	001340	ENG-Biomedical And Agricultural Engineers
2	Professionals	001350	ENG-Chemical Engineers
2	Professionals	001360	ENG-Civil Engineers
2	Professionals	001400	ENG-Computer Hardware Engineers
2	Professionals	001410	ENG-Electrical And Electronics Engineers
2	Professionals	001420	ENG-Environmental Engineers
2	Professionals	001430	ENG-Industrial Engineers, Including Health And Safety
2	Professionals	001440	ENG-Marine Engineers And Naval Architects
2	Professionals	001450	ENG-Materials Engineers
2	Professionals	001460	ENG-Mechanical Engineers
2	Professionals	001520	ENG-Petroleum, Mining And Geological Engineers, Including Mining Safety Engineers
2	Professionals	001530	ENG-Other Engineers
2	Professionals	001600	SCI-Agricultural And Food Scientists
2	Professionals	001610	SCI-Biological Scientists
2	Professionals	001640	SCI-Conservation Scientists And Foresters
2	Professionals	001650	SCI-Other Life Scientists
2	Professionals	001700	SCI-Astronomers And Physicists
2	Professionals	001710	SCI-Atmospheric And Space Scientists
2	Professionals	001720	SCI-Chemists And Materials Scientists
2	Professionals	001745	SCI-Environmental Scientists And Specialists, Including Health
2	Professionals	001750	SCI-Geoscientists And Hydrologists, Except Geographers
2	Professionals	001760	SCI-Physical Scientists, All Other
2	Professionals	001800	SCI-Economists
2	Professionals	001821	SCI-Clinical And Counseling Psychologists
2	Professionals	001822	SCI-School Psychologists
2	Professionals	001825	SCI-Other Psychologists
2	Professionals	001840	SCI-Urban And Regional Planners
2	Professionals	001860	SCI-Other Social Scientists
2	Professionals	001980	SCI-Occupational Health And Safety Specialists and Technicians

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
2	Professionals	002001	CMS-Substance Abuse And Behavioral Disorder Counselors
2	Professionals	002002	CMS-Educational, Guidance, And Career Counselors And Advisors
2	Professionals	002003	CMS-Marriage And Family Therapists
2	Professionals	002004	CMS-Mental Health Counselors
2	Professionals	002005	CMS-Rehabilitation Counselors
2	Professionals	002006	CMS-Counselors, All Other
2	Professionals	002011	CMS-Child, Family, And School Social Workers
2	Professionals	002012	CMS-Healthcare Social Workers
2	Professionals	002013	CMS-Mental Health And Substance Abuse Social Workers
2	Professionals	002014	CMS-Social Workers, All Other
2	Professionals	002015	CMS-Probation Officers And Correctional Treatment Specialists
2	Professionals	002025	CMS-Other Community and Social Service Specialists
2	Professionals	002040	CMS-Clergy
2	Professionals	002050	CMS-Directors, Religious Activities And Education
2	Professionals	002060	CMS-Religious Workers, All Other
2	Professionals	002100	LGL-Lawyers, And Judges, Magistrates, And Other Judicial Workers
2	Professionals	002105	LGL-Judicial Law Clerks
2	Professionals	002600	ENT-Artists And Related Workers
2	Professionals	002631	ENT-Commercial And Industrial Designers
2	Professionals	002632	ENT-Fashion Designers
2	Professionals	002633	ENT-Floral Designers
2	Professionals	002634	ENT-Graphic Designers
2	Professionals	002635	ENT-Interior Designers
2	Professionals	002636	ENT-Merchandise Displayers And Windows Trimmers
2	Professionals	002640	ENT-Other Designers
2	Professionals	002700	ENT-Actors
2	Professionals	002710	ENT-Producers And Directors
2	Professionals	002721	ENT-Athletes and Sports Competitors
2	Professionals	002722	ENT-Coaches and Scouts
2	Professionals	002723	ENT-Umpires, Referees, And Other Sports Officials
2	Professionals	002740	ENT-Dancers And Choreographers
2	Professionals	002751	ENT-Music Directors and Composers
2	Professionals	002752	ENT-Musicians and Singers
2	Professionals	002770	ENT-Entertainers And Performers, Sports and Related Workers, All Other
2	Professionals	002805	ENT-Broadcast Announcers And Radio Disc Jockeys
2	Professionals	002810	ENT-News Analysts, Reporters And Correspondents
2	Professionals	002825	ENT-Public Relations Specialists
2	Professionals	002830	ENT-Editors
2	Professionals	002840	ENT-Technical Writers

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
2	Professionals	002850	ENT-Writers And Authors
2	Professionals	002861	ENT-Interpreters and Translators
2	Professionals	002862	ENT-Court Reporters and Simultaneous Captioners
2	Professionals	002865	ENT-Media And Communication Workers, All Other
2	Professionals	003000	MED-Chiropractors
2	Professionals	003010	MED-Dentists
2	Professionals	003030	MED-Dietitians And Nutritionists
2	Professionals	003040	MED-Optometrists
2	Professionals	003050	MED-Pharmacists
2	Professionals	003090	MED-Physicians
2	Professionals	003100	MED-Surgeons
2	Professionals	003110	MED-Physician Assistants
2	Professionals	003120	MED-Podiatrists
2	Professionals	003140	MED-Audiologists
2	Professionals	003150	MED-Occupational Therapists
2	Professionals	003160	MED-Physical Therapists
2	Professionals	003200	MED-Radiation Therapists
2	Professionals	003210	MED-Recreational Therapists
2	Professionals	003220	MED-Respiratory Therapists
2	Professionals	003230	MED-Speech-Language Pathologists
2	Professionals	003245	MED-Other Therapists
2	Professionals	003250	MED-Veterinarians
2	Professionals	003255	MED-Registered Nurses
2	Professionals	003256	MED-Nurse Anesthetists
2	Professionals	003258	MED-Nurse Practitioners, And Nurse Midwives
2	Professionals	003261	MED-Acupuncturists
2	Professionals	003270	MED-Healthcare Diagnosing Or Treating Practitioners, All Other
2	Professionals	003310	MED-Dental Hygienists
2	Professionals	004340	PRS-Animal Trainers
2	Professionals	004930	SAL-Sales Engineers
2	Professionals	000500	BUS-Agents And Business Managers Of Artists, Performers, And Athletes
2	Professionals	000510	BUS-Buyers And Purchasing Agents, Farm Products
2	Professionals	000520	BUS-Wholesale And Retail Buyers, Except Farm Products
2	Professionals	000530	BUS-Purchasing Agents, Except Wholesale, Retail, And Farm Products
2	Professionals	000540	BUS-Claims Adjusters, Appraisers, Examiners, And Investigators
2	Professionals	000565	BUS-Compliance Officers
2	Professionals	000600	BUS-Cost Estimators
2	Professionals	006010	FFF-Agricultural Inspectors
2	Professionals	000630	BUS-Human Resources Workers

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
2	Professionals	000640	BUS-Compensation, Benefits, And Job Analysis Specialists
2	Professionals	000650	BUS-Training And Development Specialists
2	Professionals	006660	CON-Construction And Building Inspectors
2	Professionals	000700	BUS-Logisticians
2	Professionals	000705	BUS-Project Management Specialists
2	Professionals	000710	BUS-Management Analysts
2	Professionals	000725	BUS-Meeting, Convention, And Event Planners
2	Professionals	000726	BUS-Fundraisers
2	Professionals	000735	BUS-Market Research Analysts And Marketing Specialists
2	Professionals	000750	BUS-Business Operations Specialists, All Other
2	Professionals	000800	FIN-Accountants And Auditors
2	Professionals	000810	FIN-Property Appraisers and Assessors
2	Professionals	000820	FIN-Budget Analysts
2	Professionals	000830	FIN-Credit Analysts
2	Professionals	000845	FIN-Financial And Investment Analysts
2	Professionals	000850	FIN-Personal Financial Advisors
2	Professionals	000860	FIN-Insurance Underwriters
2	Professionals	000900	FIN-Financial Examiners
2	Professionals	009030	TRN-Aircraft Pilots And Flight Engineers
2	Professionals	000910	FIN-Credit Counselors And Loan Officers
2	Professionals	000930	FIN-Tax Examiners And Collectors, And Revenue Agents
2	Professionals	009310	TRN-Ship And Boat Captains And Operators
2	Professionals	000940	FIN-Tax Preparers
2	Professionals	000960	FIN-Other Financial Specialists
3	Technicians	001541	ENG-Architectural And Civil Drafters
3	Technicians	001545	ENG-Other Drafters
3	Technicians	001551	ENG-Electrical And Electronic Engineering Technologists and Technicians
3	Technicians	001555	Other Engineering Technologists And Technicians, Except Drafters
3	Technicians	001560	ENG-Surveying And Mapping Technicians
3	Technicians	001900	SCI-Agricultural And Food Science Technicians
3	Technicians	001910	SCI-Biological Technicians
3	Technicians	001920	SCI-Chemical Technicians
3	Technicians	001935	SCI-Environmental Science and Geoscience Technicians, And Nuclear Technicians
3	Technicians	001970	SCI-Other Life, Physical, And Social Science Technicians
3	Technicians	002905	ENT-Other Media And Communication Equipment Workers
3	Technicians	002910	ENT-Photographers
3	Technicians	002920	ENT-Television, Video, And Motion Picture Camera Operators And Editors
3	Technicians	003300	MED-Clinical Laboratory Technologists And Technicians
3	Technicians	003321	MED-Cardiovascular Technologists and Technicians

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
3	Technicians	003322	MED-Diagnostic Medical Sonographers
3	Technicians	003323	MED-Radiologic Technologists And Technicians
3	Technicians	003324	MED-Magnetic Resonance Imaging Technologists
3	Technicians	003330	MED-Nuclear Medicine Technologists and Medical Dosimetrists
3	Technicians	003401	MED-Emergency Medical Technicians
3	Technicians	003402	MED-Paramedics
3	Technicians	003421	MED-Pharmacy Technicians
3	Technicians	003422	MED-Psychiatric Technicians
3	Technicians	003423	MED-Surgical Technologists
3	Technicians	003424	MED-Veterinary Technologists and Technicians
3	Technicians	003430	MED-Dietetic Technicians And Ophthalmic Medical Technicians
3	Technicians	003500	MED-Licensed Practical And Licensed Vocational Nurses
3	Technicians	003515	MED-Medical Records Specialists
3	Technicians	003520	MED-Opticians, Dispensing
3	Technicians	003545	MED-Miscellaneous Health Technologists and Technicians
3	Technicians	003550	MED-Other Healthcare Practitioners and Technical Occupations
3	Technicians	009040	TRN-Air Traffic Controllers And Airfield Operations Specialists
4	Protective Service	003700	PRT-First-Line Supervisors Of Correctional Officers
4	Protective Service	003710	PRT-First-Line Supervisors Of Police And Detectives
4	Protective Service	003720	PRT-First-Line Supervisors Of Fire Fighting And Prevention Workers
4	Protective Service	003725	PRT-First-Line Supervisors of Security And Protective Service Workers, All Other
4	Protective Service	003740	PRT-Firefighters
4	Protective Service	003750	PRT-Fire Inspectors
4	Protective Service	003801	PRT-Bailiffs
4	Protective Service	003802	PRT-Correctional Officers and Jailers
4	Protective Service	003820	PRT-Detectives And Criminal Investigators
4	Protective Service	003840	PRT-Fish And Game Wardens And Parking Enforcement Officers
4	Protective Service	003870	PRT-Police Officers
4	Protective Service	003900	PRT-Animal Control Workers
4	Protective Service	003910	PRT-Private Detectives And Investigators
4	Protective Service	003930	PRT-Security Guards And Gaming Surveillance Officers
4	Protective Service	003940	PRT-Crossing Guards And Flaggers
4	Protective Service	003945	PRT-Transportation Security Screeners
4	Protective Service	003946	PRT-School Bus Monitors
4	Protective Service	003960	PRT-Other Protective Service Workers
5	Paraprofessionals	003601	HLS-Home Health Aides
5	Paraprofessionals	003602	HLS-Personal Care Aides
5	Paraprofessionals	003603	HLS-Nursing Assistants
5	Paraprofessionals	003605	HLS-Orderlies and Psychiatric Aides

Occupational Category Codes			
EEO 4 Cat	EEO 4 Job Category Description	OC Code	OC Code Description
5	Paraprofessionals	003610	HLS-Occupational Therapy Assistants And Aides
5	Paraprofessionals	003620	HLS-Physical Therapist Assistants And Aides
5	Paraprofessionals	003630	HLS-Massage Therapists
5	Paraprofessionals	003640	HLS-Dental Assistants
5	Paraprofessionals	003645	HLS-Medical Assistants
5	Paraprofessionals	003647	HLS-Pharmacy Aides
5	Paraprofessionals	003648	HLS-Veterinary Assistants And Laboratory Animal Caretakers
5	Paraprofessionals	003649	HLS-Phlebotomists
5	Paraprofessionals	003655	HLS-Other Healthcare Support Workers
6	Administrative Support	002016	CMS-Social And Human Service Assistants
6	Administrative Support	002145	LGL-Paralegals And Legal Assistants
6	Administrative Support	002170	LGL-Title Examiners, Abstractors, and Searchers
6	Administrative Support	002180	LGL-Legal Support Workers, All Other
6	Administrative Support	003646	HLS-Medical Transcriptionists
6	Administrative Support	004700	SAL-First-Line Supervisors Of Retail Sales Workers
6	Administrative Support	004710	SAL-First-Line Supervisors Of Non-Retail Sales Workers
6	Administrative Support	004720	SAL-Cashiers
6	Administrative Support	004740	SAL-Counter And Rental Clerks
6	Administrative Support	004750	SAL-Parts Salespersons
6	Administrative Support	004760	SAL-Retail Salespersons
6	Administrative Support	004800	SAL-Advertising Sales Agents
6	Administrative Support	004810	SAL-Insurance Sales Agents
6	Administrative Support	004820	SAL-Securities, Commodities, And Financial Services Sales Agents
6	Administrative Support	004830	SAL-Travel Agents
6	Administrative Support	004840	SAL-Sales Representatives Of Services, Except Advertising, Insurance, Financial Services, And Travel
6	Administrative Support	004850	SAL-Sales Representatives, Wholesale And Manufacturing
6	Administrative Support	004900	SAL-Models, Demonstrators, And Product Promoters
6	Administrative Support	004920	SAL-Real Estate Brokers And Sales Agents
6	Administrative Support	004940	SAL-Telemarketers
6	Administrative Support	004950	SAL-Door-To-Door Sales Workers, News And Street Vendors, And Related Workers
6	Administrative Support	004965	SAL-Sales And Related Workers, All Other
6	Administrative Support	005000	OFF-First-Line Supervisors Of Office And Administrative Support Workers
6	Administrative Support	005010	OFF-Switchboard Operators, Including Answering Service
6	Administrative Support	005020	OFF-Telephone Operators
6	Administrative Support	005040	OFF-Communications Equipment Operators, All Other
6	Administrative Support	005100	OFF-Bill And Account Collectors
6	Administrative Support	005110	OFF-Billing And Posting Clerks
6	Administrative Support	005120	OFF-Bookkeeping, Accounting, And Auditing Clerks
6	Administrative Support	005140	OFF-Payroll And Timekeeping Clerks