

Total

Professionals	
Job Code	Job Title
000140	Buyer 1
000979	Accounting Officer Inter
001050	Radio/Tv Program Coordinator
001314	Information Officer 1
001423	Human Resources Specialist 2
001528	Management Analyst 2
002143	Accounting Suprvisor Senior
003220	Mgmt Info Systems Supv 2
003464	Physical Plant Supervisor
003583	Information Technology Spec 1
003584	Information Technology Spec 2
003585	Information Technology Spec 3
003604	State Prog Admin
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
007203	MnSCU Academic Professional 6
007205	Customized Training Rep
007847	MnSCU Academic Supervisor 3
end of data	end of data

Total

Protective Service: Non-Sworn	
Job Code	Job Title
end of data	end of data

Total

Para-professionals	
Job Code	Job Title
000308	Library Technician
000865	College Laboratory Assistant 1
002632	College Laboratory Assistant 2
end of data	end of data

Job Code	Job Title
007018	Community College Faculty
007845	Technical College Faculty
end of data	end of data

Total

Faculty: Customized Training	
Job Code	Job Title
007845	Technical College Faculty
end of data	end of data

Total

Faculty: Probationary	
Job Code	Job Title
007018	Community College Faculty

007845	Technical College Faculty
end of data	end of data

Total

Faculty: Unlimited	
Job Code	Job Title
007018	Community College Faculty
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 %
001316	Officials/Administrators	Information Director	0.00%	0.00%
002143	Professionals	Accounting Suprvisor Senior	1.30%	0.00%
003220	Professionals	Mgmt Info Systems Supv 2	1.30%	0.00%
007013	Professionals	MnSCU Academic Professional 3	0.00%	0.00%
007018	Faculty	Community College Faculty	18.18%	6.49%
007020	Professionals	MnSCU Academic Supervisor 1	1.30%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	1.30%	0.00%
007203	Professionals	MnSCU Academic Professional 6	0.00%	0.00%
007845	Faculty	Technical College Faculty	14.29%	1.30%
007847	Professionals	MnSCU Academic Supervisor 3	2.60%	0.00%
007853	Officials/Administrators	MnSCU Admin-3	0.00%	0.00%
007855	Officials/Administrators	MnSCU Admin-5	2.60%	0.00%
007856	Officials/Administrators	MnSCU Admin-6	1.30%	0.00%
007857	Officials/Administrators	MnSCU Admin-7	0.00%	0.00%
007858	Officials/Administrators	MnSCU Admin-8	1.30%	1.30%
end of data	end of data	end of data		

Total **45.45%** **9.09%**

Professionals

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
000140	Professionals	Buyer 1	1.92%	1.92%
000865	Para-Professionals	College Laboratory Assistant 1	1.92%	0.00%
000979	Professionals	Accounting Officer Inter	1.92%	0.00%
001050	Professionals	Radio/Tv Program Coordinator	0.00%	0.00%
001314	Professionals	Information Officer 1	1.92%	0.00%
001423	Professionals	Human Resources Specialist 2	1.92%	0.00%
001528	Professionals	Management Analyst 2	0.00%	1.92%
002143	Professionals	Accounting Suprvisor Senior	1.92%	0.00%
002632	Para-Professionals	College Laboratory Assistant 2	9.62%	1.92%
003464	Professionals	Physical Plant Supervisor	0.00%	0.00%
003583	Professionals	Information Technology Spec 1	1.92%	0.00%
003584	Professionals	Information Technology Spec 2	1.92%	0.00%
003585	Professionals	Information Technology Spec 3	0.00%	1.92%
003604	Professionals	State Prog Admin	0.00%	0.00%
007012	Professionals	MnSCU Academic Professional 1	21.15%	1.92%
007013	Professionals	MnSCU Academic Professional 3	0.00%	0.00%
007020	Professionals	MnSCU Academic Supervisor 1	1.92%	0.00%
007022	Professionals	MnSCU Academic Professional 2	1.92%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	1.92%	0.00%
007203	Professionals	MnSCU Academic Professional 6	0.00%	0.00%
end of data	end of data	end of data		

000865	Para-Professionals	College Laboratory Assistant 1	5.88%	0.00%
003627	Office/Clerical	Office & Admin Special	17.65%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	17.65%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	23.53%	0.00%
003635	Office/Clerical	Customer Svc Special	11.76%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	5.88%	0.00%
end of data	end of data	end of data		
Total			94.12%	0.00%

Office/Clerical

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
000001	Office/Clerical	Account Clerk	3.45%	0.00%
000293	Office/Clerical	Executive 2	3.45%	0.00%
000632	Office/Clerical	Account Clerk Senior	6.90%	0.00%
001725	Service Maintenance	General Maintenance Worker	10.34%	10.34%
003627	Office/Clerical	Office & Admin Special	10.34%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	10.34%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	13.79%	0.00%
003635	Office/Clerical	Customer Svc Special	6.90%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	3.45%	0.00%
end of data	end of data	end of data		

Service Maintenance

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
000198	Service Maintenance	Cook Coordinator	5.00%	0.00%
000305	Service Maintenance	Food Service Worker	15.00%	0.00%
001357	Service Maintenance	General Repair Worker	0.00%	0.00%
001725	Service Maintenance	General Maintenance Worker	15.00%	15.00%
002220	Service Maintenance	Grounds & Roads Mntc Coord	0.00%	0.00%
end of data	end of data	end of data		
Total			35.00%	15.00%

Faculty: Temporary

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
007018	Temporary/Cust. Training	Community College Faculty	24.56%	8.77%
007845	Temporary/Cust. Training	Technical College Faculty	19.30%	1.75%
end of data	end of data	end of data		
Total			43.86%	10.53%

Faculty: Customized Training

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
007018	Temporary/Cust. Training	Community College Faculty	24.14%	8.62%

007845 end of data	Temporary/Cust. Training end of data	Technical College Faculty end of data	18.97%	1.72%
Total			43.10%	10.34%

Faculty: Probationary

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
007018	Temporary/Cust. Training	Community College Faculty	24.14%	8.62%
007845 end of data	Temporary/Cust. Training end of data	Technical College Faculty end of data	18.97%	1.72%
Total			43.10%	10.34%

Faculty: Unlimited

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %
007018	Faculty: Probationary	Community College Faculty	20.00%	0.00%
007845 end of data	Temporary/Cust. Training end of data	Technical College Faculty end of data	60.00%	0.00%
Total			80.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
2.60%	3.90%
0.00%	0.00%
1.30%	1.30%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%

3.90%

5.19%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
1.92%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	1.92%
0.00%	0.00%
0.00%	0.00%

1.92%	1.92%

Weighted Indv w/Disabl %	Weighted Veterans %

0.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%

0.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
3.51%	5.26%
3.51%	5.26%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%

3.45%	5.17%
3.45%	5.17%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
3.45%	5.17%
3.45%	5.17%

Weighted Indv w/Disabl %	Weighted Veterans %
0.00%	0.00%
0.00%	0.00%
0.00%	0.00%

Institution Name:

Northland Community and Technical College

Determining Availability (note: *Minority= racial/ethnic minority; *

Officials/Administrators					
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics Veterans
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	40.01%	25.79%	4.78%	6.41%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	45.45%	9.09%	3.90%	5.19%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Professionals					
Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	67.00%	38.86%	9.56%	4.04%	4.94%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	33.00%	51.92%	9.62%	1.92%	1.92%

The value of weight must equal to 100.00% →	100.00%	Final Avail %			
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Technicians

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	0.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	0.00%	0.00%	0.00%	0.00%

The value of weight must equal to 100.00% →	0.00%	Final Avail %			
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Protective Service: Non-Sworn

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	0.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	0.00%	0.00%	0.00%	0.00%

The value of weight must equal to 100.00% →	0.00%	Final Avail %			
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Para-Professionals

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	94.12%	0.00%	5.88%	0.00%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Office/Clerical

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	68.97%	10.34%	0.00%	0.00%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Skilled Craft

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	17.65%	17.65%	0.00%	0.00%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Service Maintenance

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	35.00%	15.00%	0.00%	0.00%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Faculty: Temporary

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
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1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	25.03%	5.98%	3.36%	5.62%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	43.86%	10.53%	3.51%	5.26%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Faculty: Customized Training

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	30.54%	6.15%	4.39%	5.30%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	43.10%	10.34%	3.45%	5.17%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Faculty: Probationary

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
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1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	40.01%	25.79%	4.78%	6.41%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	43.10%	10.34%	3.45%	5.17%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

Faculty: Unlimited

Factor	Weight Ratio	Raw Statistics Female	Raw Statistics *Minority	Raw Statistics **Indiv. w Disabl	Raw Statistics **Indiv. w Disabl
1: External - Percentage of females or racial/ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	40.01%	25.79%	4.78%	6.41%
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	80.00%	0.00%	0.00%	0.00%
The value of weight must equal to 100.00% →	100.00%	Final Avail %			

*Indiv. W Disabl = Individuals with Disabi

Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics Veterans
40.01%	25.79%	4.78%	6.41%
0.00%	0.00%	0.00%	0.00%
40.01%	25.79%	4.78%	6.41%
Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
26.04%	6.41%	2.71%	3.31%
17.13%	3.17%	0.63%	0.63%

43.17%	9.58%	3.34%	3.95%
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Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
30.54%	6.15%	4.39%	5.30%
0.00%	0.00%	0.00%	0.00%
30.54%	6.15%	4.39%	5.30%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
30.54%	6.15%	4.39%	5.30%
0.00%	0.00%	0.00%	0.00%
30.54%	6.15%	4.39%	5.30%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
30.54%	6.15%	4.39%	5.30%
0.00%	0.00%	0.00%	0.00%
30.54%	6.15%	4.39%	5.30%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
30.54%	6.15%	4.39%	5.30%
0.00%	0.00%	0.00%	0.00%
30.54%	6.15%	4.39%	5.30%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl

25.03%	5.98%	3.36%	5.62%
0.00%	0.00%	0.00%	0.00%
25.03%	5.98%	3.36%	5.62%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
30.54%	6.15%	4.39%	5.30%
0.00%	0.00%	0.00%	0.00%
30.54%	6.15%	4.39%	5.30%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
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40.01%	25.79%	4.78%	6.41%
0.00%	0.00%	0.00%	0.00%
40.01%	25.79%	4.78%	6.41%



Weighted Statistics Female	Weighted Statistics *Minority	Weighted Statistics **Indiv. w Disabl	Weighted Statistics **Indiv. w Disabl
40.01%	25.79%	4.78%	6.41%
0.00%	0.00%	0.00%	0.00%
40.01%	25.79%	4.78%	6.41%

ities)

Source of Statistics
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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.
Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics
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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.
Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics
<p>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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.</p>
<p>Employee workforce for the job groups that constitute feeders to this job group.</p>

Source of Statistics
<p>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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.</p>
<p>Employee workforce for the job groups that constitute feeders to this job group.</p>

Source of Statistics
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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.
Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics
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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.
Employee workforce for the job classifications that constitute feeders to this job category.



Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.

Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.



Source of Statistics

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 G for deifinition.

COC and COC Title: See Appendix H for list of titles used for each EEO Category.

Employee workforce for the job classifications that constitute feeders to this job category.

Reasons for External and Internal Weight Ratio
The one hire in this category the last two years was an external search.
The one hire in this category the last two years was an external search.

Reasons for External and Internal Weight Ratio
Within our Professionals Job Category, while we have been able to do internal searches, the majority are still external searches to fill the positions.
Within our Professionals Job Category, while we have been able to do internal searches, the majority are still external searches to fill the positions.

Reasons for External and Internal Weight Ratio
While we have not hired anyone in the last two years, most or all of previous hires have been through external searches.
While we have not hired anyone in the last two years, most or all of previous hires have been through external searches.

Reasons for External and Internal Weight Ratio
While we have not hired anyone in the last two years, most or all of previous hires have been through external searches.
While we have not hired anyone in the last two years, most or all of previous hires have been through external searches.



Reasons for External and Internal Weight Ratio

All nine of our hires were filled through external searches.

All nine of our hires were filled through external searches.



Reasons for External and Internal Weight Ratio

While we have not hired anyone in the last two years, most or all of previous hires have been through external searches.

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Reasons for External and Internal Weight Ratio

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Reasons for External and Internal Weight Ratio

Our hires in this job category were from external searches.

Our hires in this job category were from external searches.

Reasons for External and Internal Weight Ratio

The hires in this category were through external searches.

The hires in this category were through external searches.

Reasons for External and Internal Weight Ratio

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Reasons for External and Internal Weight Ratio

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Reasons for External and Internal Weight Ratio

The hires in this category were through external searches.

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Institution Name: Northland Community and Technical College

Utilization Analysis:

Comparing Incumbency to Availability, Establishing Placement Goals

FEMALES		
Job Categories	% of Female Employees in the Job Category	Female Availability %
Officials/Administrators	33.33%	40.01%
Professionals	54.35%	43.17%
Technicians	0.00%	0.00%
Protective Service: Non-Sworn	0.00%	0.00%
Para-Professionals	66.67%	30.54%
Office/Clerical	100.00%	30.54%
Skilled Craft	0.00%	30.54%
Service Maintenance	35.00%	30.54%
Faculty: Temporary	43.86%	25.03%
Faculty: Customized Training	0.00%	30.54%
Faculty: Probationary	66.67%	40.01%
Faculty: Unlimited	50.00%	40.01%
Totals	50.99%	

RACIAL/ETHNIC MINORITIES		
Job Categories	% of Racial/Ethnic Minority Employees in the Job Category	Racial/Ethnic Minority Availability %
Officials/Administrators	8.33%	25.79%
Professionals	8.70%	9.58%
Technicians	0.00%	0.00%
Protective Service: Non-Sworn	0.00%	0.00%
Para-Professionals	8.33%	6.15%
Office/Clerical	0.00%	6.15%
Skilled Craft	0.00%	6.15%
Service Maintenance	15.00%	6.15%
Faculty: Temporary	10.53%	5.98%

Faculty: Customized Training	0.00%	6.15%
Faculty: Probationary	0.00%	25.79%
Faculty: Unlimited	4.88%	25.79%
Totals	7.51%	

INDIVIDUALS WITH DISABILITIES

Job Categories	% of Individuals with Disabilities Employees in the Job Category	Individuals with Disabilities State Goals %
Officials/Administrators	8.33%	4.78%
Professionals	0.00%	3.34%
Technicians	0.00%	0.00%
Protective Service: Non-Sworn	0.00%	0.00%
Para-Professionals	8.33%	4.39%
Office/Clerical	0.00%	4.39%
Skilled Craft	0.00%	4.39%
Service Maintenance	0.00%	4.39%
Faculty: Temporary	3.51%	3.36%
Faculty: Customized Training	0.00%	4.39%
Faculty: Probationary	0.00%	4.78%
Faculty: Unlimited	6.10%	4.78%
Totals	3.56%	

Veterans

Job Categories	% of Individuals with Disabilities Employees in the Job Category	Individuals with Disabilities State Goals %
Officials/Administrators	8.33%	6.41%
Professionals	2.17%	3.95%
Technicians	0.00%	0.00%
Protective Service: Non-Sworn	0.00%	0.00%
Para-Professionals	0.00%	5.30%
Office/Clerical	0.00%	5.30%
Skilled Craft	0.00%	5.30%

Service Maintenance	0.00%	5.30%
Faculty: Temporary	5.26%	5.62%
Faculty: Customized Training	0.00%	5.30%
Faculty: Probationary	0.00%	6.41%
Faculty: Unlimited	4.88%	6.41%
Totals	3.56%	

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Goals, and Timetable

Female Establish Goals?	If Yes, Goals for FY 2020-2022
Monitor	
Monitor	
Monitor	
Monitor	
Monitor	

Racial/Ethnic Minority Establish Goals?	If Yes, Goals for FY 2020-2022
Yes	25.79%
Monitor	
Monitor	
Yes	6.15%
Monitor	

Monitor	
Monitor	
Yes	25.79%

Individuals with Disabilities Establish Goals?	If Yes, Goals for FY 2020-2022
Monitor	
Yes	3.34%
Monitor	
Monitor	
Monitor	
Monitor	
Monitor	
Monitor	
Monitor	

Individuals with Disabilities Establish Goals?	If Yes, Goals for FY 2020-2022
Monitor	
Monitor	
Monitor	
Monitor	
Monitor	

Yes	5.30%
Monitor	
Monitor	
Monitor	
Yes	6.41%

Region	Region Definitions			
	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, Mahnomon & 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

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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, Mahnommen & 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

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN	27	Minnesota	500	St. Louis County (Southeast)--Duluth, Hermantown & Proctor Cities
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

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
State of MN Extended	27	Minnesota	200	Beltrami, Becker, Hubbard, Clearwater, Mahnommen & Lake of the Woods Counties
State of MN Extended	27	Minnesota	300	Itasca, Carlton (South), Cass & Aitkin Counties--Grand Rapids City
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

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
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
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

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Region	State Cd.	State Descr.	PUMA5CE	PUMA Name
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
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- Cat	EEO- 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- Cat	EEO- 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- Cat	EEO- 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- Cat	EEO- 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- Cat	EEO- 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- Cat	EEO- 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- Cat	EEO- 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

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
6	Administrative Support	005150	OFF-Procurement Clerks
6	Administrative Support	005160	OFF-Tellers
6	Administrative Support	005165	OFF-Other Financial Clerks
6	Administrative Support	005220	OFF-Court, Municipal, And License Clerks
6	Administrative Support	005230	OFF-Credit Authorizers, Checkers, And Clerks
6	Administrative Support	005240	OFF-Customer Service Representatives
6	Administrative Support	005250	OFF-Eligibility Interviewers, Government Programs
6	Administrative Support	005260	OFF-File Clerks
6	Administrative Support	005300	OFF-Hotel, Motel, And Resort Desk Clerks
6	Administrative Support	005310	OFF-Interviewers, Except Eligibility And Loan
6	Administrative Support	005320	OFF-Library Assistants, Clerical
6	Administrative Support	005330	OFF-Loan Interviewers And Clerks
6	Administrative Support	005340	OFF-New Accounts Clerks
6	Administrative Support	005350	OFF-Correspondence Clerks And Order Clerks
6	Administrative Support	005360	OFF-Human Resources Assistants, Except Payroll And Timekeeping
6	Administrative Support	005400	OFF-Receptionists And Information Clerks
6	Administrative Support	005410	OFF-Reservation And Transportation Ticket Agents And Travel Clerks
6	Administrative Support	005420	OFF-Other Information And Records Clerks
6	Administrative Support	005500	OFF-Cargo And Freight Agents
6	Administrative Support	005510	OFF-Couriers And Messengers
6	Administrative Support	005521	OFF-Public Safety Telecommunicators
6	Administrative Support	005522	OFF-Dispatchers, Except Police, Fire, And Ambulance
6	Administrative Support	005530	OFF-Meter Readers, Utilities
6	Administrative Support	005540	OFF-Postal Service Clerks
6	Administrative Support	005550	OFF-Postal Service Mail Carriers
6	Administrative Support	005560	OFF-Postal Service Mail Sorters, Processors, And Processing Machine Operators
6	Administrative Support	005600	OFF-Production, Planning, And Expediting Clerks
6	Administrative Support	005610	OFF-Shipping, Receiving, And Inventory Clerks
6	Administrative Support	005630	OFF-Weighers, Measurers, Checkers, And Samplers, Recordkeeping
6	Administrative Support	005710	OFF-Executive Secretaries And Executive Administrative Assistants
6	Administrative Support	005720	OFF-Legal Secretaries and Administrative Assistants
6	Administrative Support	005730	OFF-Medical Secretaries and Administrative Assistants
6	Administrative Support	005740	OFF-Secretaries And Administrative Assistants, Except Legal, Medial, And Executive
6	Administrative Support	005810	OFF-Data Entry Keyers
6	Administrative Support	005820	OFF-Word Processors And Typists
6	Administrative Support	005840	OFF-Insurance Claims And Policy Processing Clerks
6	Administrative Support	005850	OFF-Mail Clerks And Mail Machine Operators, Except Postal Service
6	Administrative Support	005860	OFF-Office Clerks, General
6	Administrative Support	005900	OFF-Office Machine Operators, Except Computer

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
6	Administrative Support	005910	OFF-Proofreaders And Copy Markers
6	Administrative Support	005920	OFF-Statistical Assistants
6	Administrative Support	005940	OFF-Other Office And Administrative Support Workers
7	Skilled Craft	006200	CON-First-Line Supervisors Of Construction Trades And Extraction Workers
7	Skilled Craft	006210	CON-Boilermakers
7	Skilled Craft	006220	CON-Brickmasons, Blockmasons, Stonemasons, And Reinforcing Iron And Rebar Workers
7	Skilled Craft	006230	CON-Carpenters
7	Skilled Craft	006240	CON-Carpet, Floor, And Tile Installers And Finishers
7	Skilled Craft	006250	CON-Cement Masons, Concrete Finishers, And Terrazzo Workers
7	Skilled Craft	006305	CON-Construction Equipment Operators
7	Skilled Craft	006330	CON-Drywall Installers, Ceiling Tile Installers, And Tapers
7	Skilled Craft	006355	CON-Electricians
7	Skilled Craft	006360	CON-Glaziers
7	Skilled Craft	006400	CON-Insulation Workers
7	Skilled Craft	006410	CON-Painters and Paperhangers
7	Skilled Craft	006441	CON-Pipelayers
7	Skilled Craft	006442	CON-Plumbers, Pipefitters, And Steamfitters
7	Skilled Craft	006460	CON-Plasterers And Stucco Masons
7	Skilled Craft	006515	CON-Roofers
7	Skilled Craft	006520	CON-Sheet Metal Workers
7	Skilled Craft	006530	CON-Structural Iron And Steel Workers
7	Skilled Craft	006540	CON-Solar Photovoltaic Installers
7	Skilled Craft	006700	CON-Elevator Installers And Repairers
7	Skilled Craft	006710	CON-Fence Erectors
7	Skilled Craft	006720	CON-Hazardous Materials Removal Workers
7	Skilled Craft	006730	CON-Highway Maintenance Workers
7	Skilled Craft	006740	CON-Rail-Track Laying And Maintenance Equipment Operators
7	Skilled Craft	006765	CON-Other Construction And Related Workers
7	Skilled Craft	006800	EXT-Derrick, Rotary Drill, And Service Unit Operators, And Roustabouts, Oil, Gas, And Mining
7	Skilled Craft	006825	EXT-Surface Mining Machine Operators And Earth Drillers
7	Skilled Craft	006835	EXT-Explosives Workers, Ordnance Handling Experts, and Blasters
7	Skilled Craft	006850	EXT-Underground Mining Machine Operators
7	Skilled Craft	006950	EXT-Other Extraction Workers
7	Skilled Craft	007000	RPR-First-Line Supervisors Of Mechanics, Installers, And Repairers
7	Skilled Craft	007010	RPR-Computer, Automated Teller, And Office Machine Repairers
7	Skilled Craft	007020	RPR-Radio And Telecommunications Equipment Installers And Repairers
7	Skilled Craft	007030	RPR-Avionics Technicians
7	Skilled Craft	007040	RPR-Electric Motor, Power Tool, And Related Repairers
7	Skilled Craft	007100	RPR-Other Electrical And Electronic Equipment Mechanics, Installers, And Repairers.

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
7	Skilled Craft	007120	RPR-Electronic Home Entertainment Equipment Installers And Repairers
7	Skilled Craft	007130	RPR-Security And Fire Alarm Systems Installers
7	Skilled Craft	007140	RPR-Aircraft Mechanics And Service Technicians
7	Skilled Craft	007150	RPR-Automotive Body And Related Repairers
7	Skilled Craft	007160	RPR-Automotive Glass Installers And Repairers
7	Skilled Craft	007200	RPR-Automotive Service Technicians And Mechanics
7	Skilled Craft	007210	RPR-Bus And Truck Mechanics And Diesel Engine Specialists
7	Skilled Craft	007220	RPR-Heavy Vehicle And Mobile Equipment Service Technicians And Mechanics
7	Skilled Craft	007240	RPR-Small Engine Mechanics
7	Skilled Craft	007260	RPR-Miscellaneous Vehicle And Mobile Equipment Mechanics, Installers, And Repairers
7	Skilled Craft	007300	RPR-Control And Valve Installers And Repairers
7	Skilled Craft	007315	RPR-Heating, Air Conditioning, And Refrigeration Mechanics And Installers
7	Skilled Craft	007320	RPR-Home Appliance Repairers
7	Skilled Craft	007330	RPR-Industrial And Refractory Machinery Mechanics
7	Skilled Craft	007340	RPR-Maintenance And Repair Workers, General
7	Skilled Craft	007350	RPR-Maintenance Workers, Machinery
7	Skilled Craft	007360	RPR-Millwrights
7	Skilled Craft	007410	RPR-Electrical Power-Line Installers And Repairers
7	Skilled Craft	007420	RPR-Telecommunications Line Installers And Repairers
7	Skilled Craft	007430	RPR-Precision Instrument And Equipment Repairers
7	Skilled Craft	007510	RPR-Coin, Vending, And Amusement Machine Servicers And Repairers
7	Skilled Craft	007540	RPR-Locksmiths And Safe Repairers
7	Skilled Craft	007560	RPR-Riggers
7	Skilled Craft	007640	RPR-Other Installation, Maintenance, And Repair Workers
7	Skilled Craft	007700	PRD-First-Line Supervisors Of Production And Operating Workers
7	Skilled Craft	007720	PRD-Electrical, Electronics, And Electromechanical Assemblers
7	Skilled Craft	007730	PRD-Engine And Other Machine Assemblers
7	Skilled Craft	007740	PRD-Structural Metal Fabricators And Fitters
7	Skilled Craft	007750	PRD-Other Assemblers And Fabricators
7	Skilled Craft	007905	PRD-Computer Numerically Controlled Tool Operators And Programmers
7	Skilled Craft	007925	PRD-Forming Machine Setters, Operators, And Tenders, Metal And Plastic
7	Skilled Craft	007950	PRD-Cutting, Punching, And Press Machine Setters, Operators, And Tenders, Metal And Plastic
7	Skilled Craft	008000	Grinding, Lapping, Polishing, And Buffing Machine Tool
7	Skilled Craft	008025	PRD-Other Machine Tool Setters, Operators, And Tenders, Metal and Plastic
7	Skilled Craft	008030	PRD-Machinists
7	Skilled Craft	008040	PRD-Metal Furnace Operators, Tenders, Pourers, And Casters
7	Skilled Craft	008100	PRD-Model Makers, Patternmakers, And Molding Machine Setters, Metal And Plastic
7	Skilled Craft	008130	PRD-Tool And Die Makers
7	Skilled Craft	008140	PRD-Welding, Soldering, And Brazing Workers

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
7	Skilled Craft	008225	PRD-Other Metal Workers And Plastic Workers
7	Skilled Craft	008250	PRD-Prepress Technicians And Workers
7	Skilled Craft	008255	PRD-Printing Press Operators
7	Skilled Craft	008256	PRD-Print Binding And Finishing Workers
7	Skilled Craft	008300	PRD-Laundry And Dry-Cleaning Workers
7	Skilled Craft	008310	PRD-Pressers, Textile, Garment, And Related Materials
7	Skilled Craft	008320	PRD-Sewing Machine Operators
7	Skilled Craft	008335	PRD-Shoe And Leather Workers
7	Skilled Craft	008350	PRD-Tailors, Dressmakers, And Sewers
7	Skilled Craft	008365	PRD-Textile Machine Setters, Operators, And Tenders
7	Skilled Craft	008450	PRD-Upholsterers
7	Skilled Craft	008465	PRD-Other Textile, Apparel, And Furnishings Workers
7	Skilled Craft	008500	PRD-Cabinetmakers And Bench Carpenters
7	Skilled Craft	008510	PRD-Furniture Finishers
7	Skilled Craft	008530	PRD-Sawing Machine Setters, Operators, And Tenders, Wood
7	Skilled Craft	008540	PRD-Woodworking Machine Setters, Operators, And Tenders, Except Sawing
7	Skilled Craft	008555	PRD-Other Woodworkers
7	Skilled Craft	008600	PRD-Power Plant Operators, Distributors, And Dispatchers
7	Skilled Craft	008610	PRD-Stationary Engineers And Boiler Operators
7	Skilled Craft	008620	PRD-Water And Wastewater Treatment Plant And System Operators
7	Skilled Craft	008630	PRD-Miscellaneous Plant And System Operators
7	Skilled Craft	008640	PRD-Chemical Processing Machine Setters, Operators, And Tenders
7	Skilled Craft	008650	PRD-Crushing, Grinding, Polishing, Mixing, And Blending Workers
7	Skilled Craft	008710	PRD-Cutting Workers
7	Skilled Craft	008720	PRD-Extruding, Forming, Pressing, And Compacting Machine Setters, Operators, And Tenders
7	Skilled Craft	008730	PRD-Furnace, Kiln, Oven, Drier, And Kettle Operators And Tenders
7	Skilled Craft	008740	PRD-Inspectors, Testers, Sorters, Samplers, And Weighers
7	Skilled Craft	008750	PRD-Jewelers And Precious Stone And Metal Workers
7	Skilled Craft	008760	PRD-Dental And Ophthalmic Laboratory Technicians And Medical Appliance Technicians
7	Skilled Craft	008800	PRD-Packaging And Filling Machine Operators And Tenders
7	Skilled Craft	008810	PRD-Painting Workers
7	Skilled Craft	008830	PRD-Photographic Process Workers And Processing Machine Operators
7	Skilled Craft	008850	PRD-Adhesive Bonding Machine Operators And Tenders
7	Skilled Craft	008910	PRD-Etchers And Engravers
7	Skilled Craft	008920	PRD-Molders, Shapers, And Casters, Except Metal And Plastic
7	Skilled Craft	008930	PRD-Paper Goods Machine Setters, Operators, And Tenders
7	Skilled Craft	008940	PRD-Tire Builders
7	Skilled Craft	008990	PRD-Miscellaneous Production Workers, Including Equipment Operators And Tenders
7	Skilled Craft	009510	TRN-Crane And Tower Operators

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
8	Service Maintenance	004000	EAT-Chefs And Head Cooks
8	Service Maintenance	004010	EAT-First-Line Supervisors Of Food Preparation And Serving Workers
8	Service Maintenance	004020	EAT-Cooks
8	Service Maintenance	004030	EAT-Food Preparation Workers
8	Service Maintenance	004040	EAT-Bartenders
8	Service Maintenance	004055	EAT-Fast Food And Counter Workers
8	Service Maintenance	004110	EAT-Waiters And Waitresses
8	Service Maintenance	004120	EAT-Food Servers, Nonrestaurant
8	Service Maintenance	004130	EAT-Dining Room And Cafeteria Attendants And Bartender Helpers
8	Service Maintenance	004140	EAT-Dishwashers
8	Service Maintenance	004150	EAT-Hosts And Hostesses, Restaurant, Lounge, And Coffee Shop
8	Service Maintenance	004160	EAT-Food Preparation and Serving Related Workers, All Other
8	Service Maintenance	004200	CLN-First-Line Supervisors Of Housekeeping And Janitorial Workers
8	Service Maintenance	004210	CLN-First-Line Supervisors Of Landscaping, Lawn Service, And Groundskeeping Workers
8	Service Maintenance	004220	CLN-Janitors And Building Cleaners
8	Service Maintenance	004230	CLN-Maids And Housekeeping Cleaners
8	Service Maintenance	004240	CLN-Pest Control Workers
8	Service Maintenance	004251	CLN-Landscaping And Groundskeeping Workers
8	Service Maintenance	004252	CLN-Tree Trimmers and Pruners
8	Service Maintenance	004255	CLN-Other Grounds Maintenance Workers
8	Service Maintenance	004330	PRS-Supervisors Of Personal Care And Service Workers
8	Service Maintenance	004350	PRS-Animal Caretakers
8	Service Maintenance	004400	PRS-Gambling Services Workers
8	Service Maintenance	004420	PRS-Ushers, Lobby Attendants, And Ticket Takers
8	Service Maintenance	004435	PRS-Other Entertainment Attendants And Related Workers
8	Service Maintenance	004461	PRS-Embalmers, Crematory Operators, And Funeral Attendants
8	Service Maintenance	004465	PRS-Morticians, Undertakers, And Funeral Arrangers
8	Service Maintenance	004500	PRS-Barbers
8	Service Maintenance	004510	PRS-Hairdressers, Hairstylists, And Cosmetologists
8	Service Maintenance	004521	PRS-Manicurists And Pedicurists
8	Service Maintenance	004522	PRS-Skincare Specialists
8	Service Maintenance	004525	PRS-Other Personal Appearance Workers
8	Service Maintenance	004530	PRS-Baggage Porters, Bellhops, And Concierges
8	Service Maintenance	004540	PRS-Tour And Travel Guides
8	Service Maintenance	004600	PRS-Childcare Workers
8	Service Maintenance	004621	PRS-Exercise Trainers And Group Fitness Instructors
8	Service Maintenance	004622	PRS-Recreation Workers
8	Service Maintenance	004640	PRS-Residential Advisors
8	Service Maintenance	004655	PRS-Personal Care and Service Workers, All Other

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
8	Service Maintenance	006005	FFF-First-Line Supervisors Of Farming, Fishing, And Forestry Workers
8	Service Maintenance	006040	FFF-Graders And Sorters, Agricultural Products
8	Service Maintenance	006050	FFF-Other Agricultural Workers
8	Service Maintenance	006115	FFF-Fishing And Hunting Workers
8	Service Maintenance	006120	FFF-Forest And Conservation Workers
8	Service Maintenance	006130	FFF-Logging Workers
8	Service Maintenance	006260	CON-Construction Laborers
8	Service Maintenance	006600	CON-Helpers, Construction Trades
8	Service Maintenance	007610	RPR-Helpers--Installation, Maintenance, And Repair Workers
8	Service Maintenance	007800	PRD-Bakers
8	Service Maintenance	007810	PRD-Butchers And Other Meat, Poultry, And Fish Processing Workers
8	Service Maintenance	007830	PRD-Food And Tobacco Roasting, Baking, And Drying Machine Operators And Tenders
8	Service Maintenance	007840	PRD-Food Batchmakers
8	Service Maintenance	007850	PRD-Food Cooking Machine Operators And Tenders
8	Service Maintenance	007855	PRD-Food Processing Workers, All Other
8	Service Maintenance	008950	PRD-Helpers-Production Workers
8	Service Maintenance	009005	TRN-Supervisors Of Transportation And Material Moving Workers
8	Service Maintenance	009050	TRN-Flight Attendants
8	Service Maintenance	009110	TRN-Ambulance Drivers And Attendants, Except Emergency Medical Technicians
8	Service Maintenance	009121	TRN-Bus Drivers, School
8	Service Maintenance	009122	TRN-Bus Drivers, Transit And Intercity
8	Service Maintenance	009130	TRN-Driver/Sales Workers And Truck Drivers
8	Service Maintenance	009141	TRN-Shuttle Drivers And Chauffeurs
8	Service Maintenance	009142	TRN-Taxi Drivers
8	Service Maintenance	009150	TRN-Motor Vehicle Operators, All Other
8	Service Maintenance	009210	TRN-Locomotive Engineers And Operators
8	Service Maintenance	009240	TRN-Railroad Conductors And Yardmasters
8	Service Maintenance	009265	TRN-Other Rail Transportation Workers
8	Service Maintenance	009300	TRN-Sailors And Marine Oilers, And Ship Engineers
8	Service Maintenance	009350	TRN-Parking Lot Attendants
8	Service Maintenance	009365	TRN-Transportation Service Attendants
8	Service Maintenance	009410	TRN-Transportation Inspectors
8	Service Maintenance	009415	TRN-Passenger Attendants
8	Service Maintenance	009430	TRN-Other Transportation Workers
8	Service Maintenance	009570	TRN-Conveyor, Dredge, And Hoist and Winch Operators
8	Service Maintenance	009600	TRN-Industrial Truck And Tractor Operators
8	Service Maintenance	009610	TRN-Cleaners Of Vehicles And Equipment
8	Service Maintenance	009620	TRN-Laborers And Freight, Stock, And Material Movers, Hand
8	Service Maintenance	009630	TRN-Machine Feeders And Offbearers

Occupational Category Codes			
EEO- Cat	EEO- Job Category Description	OC Code	OC Code Description
8	Service Maintenance	009640	TRN-Packers And Packagers, Hand
8	Service Maintenance	009645	TRN-Stockers And Order Fillers
8	Service Maintenance	009650	TRN-Pumping Station Operators
8	Service Maintenance	009720	TRN-Refuse And Recyclable Material Collectors
8	Service Maintenance	009760	TRN-Other Material Moving Workers
9	Faculty	002205	EDU-Postsecondary Teachers