

Appendix A

Agency Name: Hennepin 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			34.82%		34.82%	Yes
Office Clerical	97.22%	0.00%	61.54%	100.00%	64.29%	Yes
Officials and Administrators	0.00%	0.00%	100.00%	60.00%	71.43%	Yes
Professionals	67.53%	0.00%	66.67%	61.90%	65.15%	Yes
Service Maintenance	0.00%	40.00%	0.00%	0.00%	0.00%	No
Skilled Craft	0.00%	0.00%	0.00%	0.00%	0.00%	Yes
Technicians / Paraprofessionals	56.10%	4.00%	66.67%	100.00%	68.57%	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	0.00%	50.00%	19.64%		19.64%	No
Office Clerical	0.00%	10.00%	38.46%	0.00%	35.71%	Yes
Officials and Administrators	0.00%	10.00%	0.00%	0.00%	0.00%	No
Professionals	24.68%	10.50%	33.33%	38.10%	34.85%	Yes
Service Maintenance	0.00%	10.00%	100.00%	0.00%	50.00%	Yes
Skilled Craft	0.00%	100.00%	0.00%	0.00%	0.00%	No
Technicians / Paraprofessionals	29.27%	25.00%	33.33%	0.00%	31.43%	Yes

Appendix A

Agency Name: Hennepin 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	0.00%	10.00%	2.68%		2.68%	No
Office Clerical	0.00%	10.00%	0.00%	0.00%	0.00%	No
Officials and Administrators	0.00%	0.00%	0.00%	20.00%	14.29%	Yes
Professionals	0.00%	100.00%	2.22%	0.00%	1.52%	No
Service Maintenance	0.00%	0.00%	0.00%	0.00%	0.00%	Yes
Skilled Craft	0.00%	0.00%	0.00%	0.00%	0.00%	Yes
Technicians / Paraprofessionals	0.00%	30.00%	0.00%	0.00%	0.00%	No

Veterans (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Veterans %	Prior AAP Year Goals Veterans %	Veterans Hired %	Veterans Promoted %	Actual Veterans Placement (%)	Veterans Goal Met?
Faculty	0.00%	10.00%	5.36%		5.36%	No
Office Clerical	0.00%	100.00%	0.00%	0.00%	0.00%	No
Officials and Administrators	0.00%	10.00%	0.00%	0.00%	0.00%	No
Professionals	0.00%	10.00%	2.22%	0.00%	1.52%	No
Service Maintenance	0.00%	0.00%	0.00%	0.00%	0.00%	Yes
Skilled Craft	0.00%	0.00%	0.00%	0.00%	0.00%	Yes
Technicians / Paraprofessionals	0.00%	20.00%		0.00%	0.00%	No

Appendix B

Agency Name: Hennepin 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	Veterans % within Each Sep Type ¹
Death	1.74%	0.00%	0.00%	0.00%	0.00%
Dismissal	1.74%	0.00%	50.00%	0.00%	0.00%
Early/Enhanced Retirement	0.00%	0.00%	0.00%	0.00%	0.00%
Layoff	6.09%	85.71%	0.00%	14.29%	0.00%
Non-Renewal/Non-Cert	3.48%	50.00%	50.00%	0.00%	0.00%
Reduction in Workforce	2.61%	66.67%	66.67%	0.00%	0.00%
Resignation	39.13%	66.67%	37.78%	0.00%	0.00%
Retirement	23.48%	62.96%	11.11%	0.00%	3.70%
Termination	11.30%	76.92%	46.15%	7.69%	0.00%
Transfer	10.43%	75.00%	8.33%	0.00%	0.00%
Total Separations	100.00%	66.09%	27.83%	1.74%	0.87%

Faculty					
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death	8.33%	0.00%	0.00%	0.00%	0.00%
Dismissal					-
Early/Enhanced Retirement					-
Layoff					-
Non-Renewal/Non-Cert	4.17%	0.00%	0.00%	0.00%	0.00%
Reduction in Workforce					-
Resignation	29.17%	57.14%	14.29%	0.00%	0.00%
Retirement	41.67%	50.00%	0.00%	0.00%	0.00%
Termination					-
Transfer	16.67%	75.00%	0.00%	0.00%	0.00%
Total Separations	100.00%	50.00%	4.17%	0.00%	0.00%

Office Clerical					
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type ¹
Death					-
Dismissal					-
Early/Enhanced Retirement					-
Layoff	15.79%	100.00%	0.00%	33.33%	0.00%
Non-Renewal/Non-Cert	10.53%	100.00%	100.00%	0.00%	0.00%
Reduction in Workforce					-
Resignation	31.58%	83.33%	33.33%	0.00%	0.00%
Retirement	26.32%	100.00%	0.00%	0.00%	0.00%
Termination	15.79%	100.00%	33.33%	0.00%	0.00%
Transfer					-
Total Separations	100.00%	94.74%	26.32%	5.26%	0.00%

Appendix B

Agency Name: Hennepin TC

Separation Analysis

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

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

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	Veterans % within Each Sep Type1
Death					-
Dismissal					-
Early/Enhanced Retirement					-
Layoff					-
Non-Renewal/Non-Cert					-
Reduction in Workforce					-
Resignation	16.67%	0.00%	100.00%	0.00%	0.00%
Retirement	16.67%	100.00%	100.00%	0.00%	0.00%
Termination	66.67%	75.00%	25.00%	0.00%	0.00%
Transfer					-
Total Separations	100.00%	66.67%	50.00%	0.00%	0.00%

Professionals

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type1
Death					-
Dismissal	2.56%	0.00%	100.00%	0.00%	0.00%
Early/Enhanced Retirement					-
Layoff	10.26%	75.00%	0.00%	0.00%	0.00%
Non-Renewal/Non-Cert	2.56%	0.00%	0.00%	0.00%	0.00%
Reduction in Workforce	7.69%	66.67%	66.67%	0.00%	0.00%
Resignation	38.46%	80.00%	40.00%	0.00%	0.00%
Retirement	17.95%	85.71%	14.29%	0.00%	0.00%
Termination	7.69%	100.00%	33.33%	33.33%	0.00%
Transfer	12.82%	100.00%	20.00%	0.00%	0.00%
Total Separations	100.00%	79.49%	30.77%	2.56%	0.00%

Service Maintenance

Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type1
Death					-
Dismissal	25.00%	0.00%	0.00%	0.00%	0.00%
Early/Enhanced Retirement					-
Layoff					-
Non-Renewal/Non-Cert					-
Reduction in Workforce					-
Resignation					-
Retirement	50.00%	0.00%	0.00%	0.00%	50.00%
Termination					-
Transfer	25.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	100.00%	0.00%	0.00%	0.00%	25.00%

Appendix B

Agency Name: Hennepin TC

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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	Veterans % within Each Sep Type1
Death					-
Dismissal					-
Early/Enhanced Retirement					-
Layoff					-
Non-Renewal/Non-Cert					-
Reduction in Workforce					-
Resignation	50.00%	0.00%	0.00%	0.00%	0.00%
Retirement	50.00%	0.00%	0.00%	0.00%	0.00%
Termination					-
Transfer					-
Total Separations	100.00%	0.00%	0.00%	0.00%	0.00%

Technicians / Paraprofessionals					
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹	Veterans % within Each Sep Type1
Death					-
Dismissal					-
Early/Enhanced Retirement					-
Layoff					-
Non-Renewal/Non-Cert					-
Reduction in Workforce					-
Resignation	71.43%	60.00%	46.67%	0.00%	0.00%
Retirement	4.76%	0.00%	100.00%	0.00%	0.00%
Termination	14.29%	33.33%	100.00%	0.00%	0.00%
Transfer	9.52%	50.00%	0.00%	0.00%	0.00%
Total Separations	100.00%	52.38%	52.38%	0.00%	0.00%

Agency Name: Hennepin TC

Hennepin Technical College

Job Category Analysis: Listing of Job Titles

Data as of: 04/01/2020

Officials/Administrators		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000139	Business Manager 2	100.00%	0.00%	100.00%	0.00%
007828	MnSCU President IV	0.00%	100.00%	0.00%	0.00%
007854	MnSCU Admin-4	100.00%	50.00%	50.00%	0.00%
007855	MnSCU Admin-5	100.00%	0.00%	0.00%	0.00%
007856	MnSCU Admin-6	33.33%	0.00%	0.00%	0.00%
007857	MnSCU Admin-7	75.00%	25.00%	25.00%	25.00%
007859	MnSCU Admin-9	50.00%	0.00%	0.00%	0.00%
end of data	end of data				
Total		58.82%	17.65%	17.65%	5.88%

Professionals		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000004	Accounting Officer	100.00%	0.00%	0.00%	0.00%
000006	Management Analyst 1	100.00%	0.00%	0.00%	0.00%
000498	Human Resources Specialist 1	100.00%	0.00%	0.00%	0.00%
000647	Information Officer 2	100.00%	0.00%	0.00%	0.00%
000774	Accounting Technician	100.00%	0.00%	0.00%	0.00%
000881	Human Resources Technician 1	0.00%	0.00%	0.00%	0.00%
000979	Accounting Officer Inter	100.00%	0.00%	0.00%	0.00%
001314	Information Officer 1	100.00%	0.00%	0.00%	0.00%
001423	Human Resources Specialist 2	0.00%	100.00%	0.00%	0.00%
001486	Human Resources Technician 2	100.00%	0.00%	25.00%	0.00%
001528	Management Analyst 2	0.00%	100.00%	0.00%	0.00%
002132	Systems Analysis Unit Supv	0.00%	100.00%	0.00%	0.00%
003017	Human Resources Specialist 3	0.00%	0.00%	0.00%	0.00%
003583	Information Technology Spec 1	0.00%	50.00%	0.00%	0.00%
003584	Information Technology Spec 2	0.00%	50.00%	0.00%	0.00%
003585	Information Technology Spec 3	0.00%	100.00%	0.00%	0.00%
003690	State Prog Admin Supervisor	0.00%	0.00%	0.00%	0.00%
007012	MnSCU Academic Professional 1	70.00%	65.00%	0.00%	0.00%
007013	MnSCU Academic Professional 3	60.00%	20.00%	0.00%	0.00%
007020	MnSCU Academic Supervisor 1	100.00%	33.33%	0.00%	0.00%
007022	MnSCU Academic Professional 2	58.82%	29.41%	0.00%	0.00%
007023	MnSCU Academic Supervisor 2	20.00%	60.00%	0.00%	0.00%
007205	Customized Training Rep	66.67%	0.00%	0.00%	0.00%
007847	MnSCU Academic Supervisor 3	75.00%	0.00%	0.00%	0.00%
end of data	end of data				
Total		64.13%	32.61%	1.09%	0.00%

Protective Service: Non-Sworn		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
003458	Campus Security Officer	0.00%	0.00%	0.00%	0.00%
end of data	end of data				
Total		0.00%	0.00%	0.00%	0.00%

Para-professionals		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000308	Library Technician	100.00%	0.00%	0.00%	0.00%
000865	College Laboratory Assistant 1	35.71%	28.57%	0.00%	0.00%
002632	College Laboratory Assistant 2	57.89%	36.84%	5.26%	0.00%
003842	Higher Education Tutor	50.00%	50.00%	0.00%	0.00%
008599	Student Worker Para Prof Sr	100.00%	100.00%	0.00%	0.00%
end of data	end of data				
Total		55.00%	32.50%	2.50%	0.00%

Office/Clerical		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000632	Account Clerk Senior	0.00%	50.00%	0.00%	0.00%
001604	College Bookstore Supervisor	100.00%	0.00%	0.00%	0.00%
002118	Office Services Supervisor 2	100.00%	0.00%	0.00%	0.00%
003475	Student Services Assistant Sr	100.00%	0.00%	0.00%	0.00%
003628	Office & Admin Special Interme	100.00%	11.11%	0.00%	0.00%
003629	Office & Admin Special Senior	87.50%	12.50%	0.00%	0.00%
003629	Office & Admin Special Senior	87.50%	12.50%	0.00%	0.00%
end of data	end of data				
Total		88.24%	17.65%	0.00%	0.00%

Skilled Craft		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000132	Building Maintenance Supervisor	0.00%	0.00%	0.00%	0.00%
000135	Building Utilities Mechanic	0.00%	0.00%	0.00%	0.00%
000525	Plant Mntc Engineer	0.00%	0.00%	0.00%	0.00%
end of data	end of data				
Total		0.00%	0.00%	0.00%	0.00%

Service Maintenance		*Minority=racial/ethnic minorities			
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
000860	Building Services Supv	50.00%	100.00%	0.00%	0.00%
001725	General Maintenance Worker	17.65%	29.41%	11.76%	0.00%
end of data	end of data				
Total		21.05%	36.84%	10.53%	0.00%

Faculty: Temporary					
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
007845	Technical College Faculty	29.03%	15.05%	1.08%	2.15%
end of data	end of data				
Total		29.03%	15.05%	1.08%	2.15%

Faculty: Customized Training					
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
007845	Technical College Faculty	66.67%	0.00%	0.00%	0.00%
end of data	end of data				
Total		66.67%	0.00%	0.00%	0.00%

Faculty: Probationary					
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
007845	Technical College Faculty	25.00%	0.00%	12.50%	0.00%
end of data	end of data				
Total		25.00%	0.00%	12.50%	0.00%

Faculty: Unlimited					
Job Code	Job Title	Female Employee %	*Minority Employee %	Individuals w/ Disabilities Employee %	Veterans Employee %
007845	Technical College Faculty	43.56%	5.94%	0.99%	1.98%
end of data	end of data				
Total		43.56%	5.94%	0.99%	1.98%

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 %
000139	Officials/Administrators	Business Manager 2	0.75%	0.00%	0.75%	0.00%
003017	Professionals	Human Resources Specialist 3	0.00%	0.00%	0.00%	0.00%
003690	Professionals	State Prog Admin Supervisor	0.00%	0.00%	0.00%	0.00%
007013	Professionals	MnSCU Academic Professional 3	2.24%	0.75%	0.00%	0.00%
007020	Professionals	MnSCU Academic Supervisor 1	4.48%	1.49%	0.00%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	0.75%	2.24%	0.00%	0.00%
007845	Faculty	Technical College Faculty	21.64%	10.45%	0.75%	1.49%
007847	Professionals	MnSCU Academic Supervisor 3	2.24%	0.00%	0.00%	0.00%
007854	Officials/Administrators	MnSCU Admin-4	1.49%	0.75%	0.75%	0.00%
007855	Officials/Administrators	MnSCU Admin-5	0.75%	0.00%	0.00%	0.00%
007856	Officials/Administrators	MnSCU Admin-6	1.49%	0.00%	0.00%	0.00%
007857	Officials/Administrators	MnSCU Admin-7	2.24%	0.75%	0.75%	0.75%
007859	Officials/Administrators	MnSCU Admin-9	0.75%	0.00%	0.00%	0.00%
end of data	end of data	end of data				
Total			38.81%	16.42%	2.99%	2.24%

Professionals						
Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000004	Professionals	Accounting Officer	0.85%	0.00%	0.00%	0.00%
000006	Professionals	Management Analyst 1	2.56%	0.00%	0.00%	0.00%
000498	Professionals	Human Resources Specialist 1	3.42%	0.00%	0.00%	0.00%
000647	Professionals	Information Officer 2	0.85%	0.00%	0.00%	0.00%
000774	Professionals	Accounting Technician	2.56%	0.00%	0.00%	0.00%
000865	Para-Professionals	College Laboratory Assistant 1	4.27%	3.42%	0.00%	0.00%
000881	Professionals	Human Resources Technician 1	0.00%	0.00%	0.00%	0.00%
000979	Professionals	Accounting Officer Inter	0.85%	0.00%	0.00%	0.00%
001314	Professionals	Information Officer 1	0.85%	0.00%	0.00%	0.00%
001423	Professionals	Human Resources Specialist 2	0.00%	0.85%	0.00%	0.00%
001486	Professionals	Human Resources Technician 2	3.42%	0.00%	0.85%	0.00%
001528	Professionals	Management Analyst 2	0.00%	0.85%	0.00%	0.00%
002632	Para-Professionals	College Laboratory Assistant 2	9.40%	5.98%	0.85%	0.00%
003017	Professionals	Human Resources Specialist 3	0.00%	0.00%	0.00%	0.00%
003583	Professionals	Information Technology Spec 1	0.00%	0.85%	0.00%	0.00%
003584	Professionals	Information Technology Spec 2	0.00%	0.85%	0.00%	0.00%
003585	Professionals	Information Technology Spec 3	0.00%	0.85%	0.00%	0.00%
003690	Professionals	State Prog Admin Supervisor	0.00%	0.00%	0.00%	0.00%
003842	Para-Professionals	Higher Education Tutor	0.85%	0.85%	0.00%	0.00%
007012	Professionals	MnSCU Academic Professional 1	11.97%	11.11%	0.00%	0.00%
007013	Professionals	MnSCU Academic Professional 3	2.56%	0.85%	0.00%	0.00%
007020	Professionals	MnSCU Academic Supervisor 1	5.13%	1.71%	0.00%	0.00%
007022	Professionals	MnSCU Academic Professional 2	8.55%	4.27%	0.00%	0.00%
007023	Professionals	MnSCU Academic Supervisor 2	0.85%	2.56%	0.00%	0.00%
008599	Para-Professionals	Student Worker Para Prof Sr	0.85%	0.85%	0.00%	0.00%
end of data	end of data	end of data				
Total			59.83%	35.90%	1.71%	0.00%

Protective Service: Non-Sworn

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
003458	Protective Service: Non-sworn	Campus Security Officer	0.00%	0.00%	0.00%	0.00%
end of data	end of data	end of data				
Total			0.00%	0.00%	0.00%	0.00%

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	10.00%	8.00%	0.00%	0.00%
002118	Office/Clerical	Office Services Supervisor 2	2.00%	0.00%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	18.00%	2.00%	0.00%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	14.00%	2.00%	0.00%	0.00%
003630	Office/Clerical	Office & Admin Special Prin	2.00%	0.00%	0.00%	0.00%
003631	Office/Clerical	Central Svs Admin Special	2.00%	0.00%	0.00%	0.00%
003633	Office/Clerical	Central Svcs Admin Spec Senior	0.00%	2.00%	0.00%	0.00%
003635	Office/Clerical	Customer Svc Special	6.00%	0.00%	0.00%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	10.00%	4.00%	0.00%	0.00%
003842	Para-Professionals	Higher Education Tutor	2.00%	2.00%	0.00%	0.00%
008599	Para-Professionals	Student Worker Para Prof Sr	2.00%	2.00%	0.00%	0.00%
end of data	end of data	end of data				
Total			76.00%	22.00%	0.00%	0.00%

Office/Clerical

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000632	Office/Clerical	Account Clerk Senior	0.00%	1.96%	0.00%	0.00%
001604	Office/Clerical	College Bookstore Supervisor	1.96%	0.00%	0.00%	0.00%
001725	Service Maintenance	General Maintenance Worker	5.88%	9.80%	3.92%	0.00%
002118	Office/Clerical	Office Services Supervisor 2	1.96%	0.00%	0.00%	0.00%
003475	Office/Clerical	Student Services Assistant Sr	3.92%	0.00%	0.00%	0.00%
003628	Office/Clerical	Office & Admin Special Interme	17.65%	1.96%	0.00%	0.00%
003629	Office/Clerical	Office & Admin Special Senior	13.73%	1.96%	0.00%	0.00%
003630	Office/Clerical	Office & Admin Special Prin	1.96%	0.00%	0.00%	0.00%
003631	Office/Clerical	Central Svs Admin Special	1.96%	0.00%	0.00%	0.00%
003633	Office/Clerical	Central Svcs Admin Spec Senior	0.00%	1.96%	0.00%	0.00%
003635	Office/Clerical	Customer Svc Special	5.88%	0.00%	0.00%	0.00%
003636	Office/Clerical	Customer Svc Special Intermed	9.80%	3.92%	0.00%	0.00%
end of data	end of data	end of data				
Total			64.71%	21.57%	3.92%	0.00%

Skilled Craft

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000135	Skilled Craft	Building Utilities Mechanic	0.00%	0.00%	0.00%	0.00%
000525	Skilled Craft	Plant Mntc Engineer	0.00%	0.00%	0.00%	0.00%
000860	Service Maintenance	Building Services Supv	4.17%	8.33%	0.00%	0.00%
001725	Service Maintenance	General Maintenance Worker	12.50%	20.83%	8.33%	0.00%
end of data	end of data	end of data				
Total			16.67%	29.17%	8.33%	0.00%

Service Maintenance

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
000860	Service Maintenance	Building Services Supv	5.26%	10.53%	0.00%	0.00%
001725	Service Maintenance	General Maintenance Worker	15.79%	26.32%	10.53%	0.00%
end of data	end of data	end of data				
Total			21.05%	36.84%	10.53%	0.00%

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	29.03%	15.05%	1.08%	2.15%
end of data	end of data	end of data				
Total			29.03%	15.05%	1.08%	2.15%

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	30.21%	14.58%	1.04%	2.08%
end of data	end of data	end of data				
Total			30.21%	14.58%	1.04%	2.08%

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	30.21%	14.58%	1.04%	2.08%
end of data	end of data	end of data				
Total			30.21%	14.58%	1.04%	2.08%

Faculty: Unlimited

Job Code	EEO Category	Job Title	Weighted Female %	Weighted Minority %	Weighted Indv w/Disabl %	Weighted Veterans %
007845 end of data	Faculty: Probationary end of data	Technical College Faculty end of data	25.00%	0.00%	12.50%	0.00%
Total			25.00%	0.00%	12.50%	0.00%

Institution Name: Hennepin 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%	40.99%	12.34%	3.75%	4.39%	30.74%	9.25%	2.81%	3.29%	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 definition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	Our three-year historical appoints in this job category shows 75% from external and 25% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	25.00%	38.81%	16.42%	2.99%	2.24%	9.70%	4.10%	0.75%	0.56%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year historical appoints in this job category shows 75% from external and 25% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				40.45%	13.36%	3.56%	3.85%		

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.	60.00%	40.99%	12.34%	3.75%	4.39%	24.59%	7.40%	2.25%	2.64%	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 definition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	Our three-year historical appoints in this job category shows 60% from external and 40% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	40.00%	59.83%	35.90%	1.71%	0.00%	23.93%	14.36%	0.68%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year historical appoints in this job category shows 60% from external and 40% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				48.53%	21.76%	2.93%	2.64%		

Protective Service: Non-Sworn											
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.	0.00%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	We do not use this category.
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%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job groups that constitute feeders to this job group.	We do not use this category.
The value of weight must equal to 100.00% →	0.00%	Final Avail %				0.00%	0.00%	0.00%	0.00%		

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.	0.00%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	We do not use this category.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	76.00%	22.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	We do not use this category.
The value of weight must equal to 100.00% →	0.00%	Final Avail %				0.00%	0.00%	0.00%	0.00%		

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.	50.00%	40.99%	12.34%	3.75%	4.39%	20.50%	6.17%	1.88%	2.20%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	Our three-year hitorical appoints in this job category shows 50% from external and 50% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	50.00%	64.71%	21.57%	3.92%	0.00%	32.35%	10.78%	1.96%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year hitorical appoints in this job category shows 50% from external and 50% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				52.85%	16.95%	3.84%	2.20%		

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.	100.00%	40.99%	12.34%	3.75%	4.39%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	Our three-year hitorical appoints in this job category shows 100% from external and 0% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	16.67%	29.17%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year hitorical appoints in this job category shows 100% from external and 0% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				40.99%	12.34%	3.75%	4.39%		

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.	90.00%	40.99%	12.34%	3.75%	4.39%	36.89%	11.11%	3.38%	3.95%	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.	Our three-year hitorical appoints in this job category shows 90% from external and 10% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	10.00%	21.05%	36.84%	10.53%	0.00%	2.11%	3.68%	1.05%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year hitorical appoints in this job category shows 90% from external and 10% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				39.00%	14.79%	4.43%	3.95%		

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.	0.00%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	We do not use this category.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	29.03%	15.05%	1.08%	2.15%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	We do not use this category.
The value of weight must equal to 100.00% →	0.00%	Final Avail %				0.00%	0.00%	0.00%	0.00%		

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.	0.00%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	We do not use this category.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	30.21%	14.58%	1.04%	2.08%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	We do not use this category.
The value of weight must equal to 100.00% →	0.00%	Final Avail %				0.00%	0.00%	0.00%	0.00%		

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.	0.00%	40.99%	12.34%	3.75%	4.39%	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 G for deifinition. COC and COC Title: See Appendix H for list of titles used for each EEO Category.	We do not use this category.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	0.00%	30.21%	14.58%	1.04%	2.08%	0.00%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	We do not use this category.
The value of weight must equal to 100.00% →	0.00%	Final Avail %				0.00%	0.00%	0.00%	0.00%		

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.	70.00%	40.99%	12.34%	3.75%	4.39%	28.69%	8.64%	2.63%	3.07%	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.	Our three-year hitorical appoints in this job category shows 70% from external and 30% from internal movements.
2: Internal - Percentage of females or racial/ethnic among those promotable, transferable, and trainable with your agency.	30.00%	25.00%	0.00%	12.50%	0.00%	7.50%	0.00%	3.75%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	Our three-year hitorical appoints in this job category shows 70% from external and 30% from internal movements.
The value of weight must equal to 100.00% →	100.00%	Final Avail %				36.19%	8.64%	6.38%	3.07%		

Institution Name: Hennepin 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	58.82%	40.45%		
Professionals	64.13%	48.53%		
Protective Service: Non-Sworn	0.00%	0.00%	Monitor	
Para-Professionals	55.00%	0.00%		
Office/Clerical	88.24%	52.85%		
Skilled Craft	0.00%	40.99%	Yes	40.99%
Service Maintenance	21.05%	39.00%	Yes	39.00%
Faculty: Temporary	29.03%	0.00%		
Faculty: Customized Training	66.67%	0.00%		
Faculty: Probationary	25.00%	0.00%		
Faculty: Unlimited	43.56%	36.19%		
Totals	48.19%			

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	17.65%	13.36%	Monitor	
Professionals	32.61%	21.76%		
Protective Service: Non-Sworn	0.00%	0.00%	Monitor	
Para-Professionals	32.50%	0.00%		
Office/Clerical	17.65%	16.95%	Monitor	
Skilled Craft	0.00%	12.34%	Monitor	
Service Maintenance	36.84%	14.79%		
Faculty: Temporary	15.05%	0.00%		
Faculty: Customized Training	0.00%	0.00%	Monitor	
Faculty: Probationary	0.00%	0.00%	Monitor	
Faculty: Unlimited	5.94%	8.64%	Yes	8.64%
Totals	19.04%			

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	17.65%	3.56%		
Professionals	1.09%	2.93%	Yes	2.93%
Protective Service: Non-Sworn	0.00%	0.00%	Monitor	
Para-Professionals	2.50%	0.00%		
Office/Clerical	0.00%	3.84%	Yes	3.84%
Skilled Craft	0.00%	3.75%	Monitor	
Service Maintenance	10.53%	4.43%		
Faculty: Temporary	1.08%	0.00%		
Faculty: Customized Training	0.00%	0.00%	Monitor	
Faculty: Probationary	12.50%	0.00%		
Faculty: Unlimited	0.99%	6.38%	Yes	6.38%
Totals	2.41%			

Veterans

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	5.88%	3.85%	Monitor	
Professionals	0.00%	2.64%	Yes	2.64%
Protective Service: Non-Sworn	0.00%	0.00%	Monitor	
Para-Professionals	0.00%	0.00%	Monitor	
Office/Clerical	0.00%	2.20%	Monitor	
Skilled Craft	0.00%	4.39%	Monitor	
Service Maintenance	0.00%	3.95%	Monitor	
Faculty: Temporary	2.15%	0.00%		
Faculty: Customized Training	0.00%	0.00%	Monitor	
Faculty: Probationary	0.00%	0.00%	Monitor	
Faculty: Unlimited	1.98%	3.07%	Yes	3.07%
Totals	1.20%			

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, 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
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
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
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
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
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
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
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
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
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
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
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
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, Media, 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
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.
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
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
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
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
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