

**Department of Human Services
Workforce Representation Report
Affirmative Action Analysis as of June 30, 2005**

EEO Categories	Total Employee	Women (W)				People of Color (POC)				Over/Under Goal		
		Actual FTE*	Group %*	Parity FTE*	Parity %*	Actual FTE*	Group %*	Parity FTE*	Parity %*	Women	POC	PWD
A01 Middle Management	641	417	65.1%	275.6	43.0%	75	11.7%	87.1	13.6%	141.4	-12.1	-7.4
A02 Upper Management	203	108	53.2%	74.2	36.6%	18	8.9%	24.7	12.2%	33.8	-6.7	-4.1
B01 Engineer/Architect	11	2	18.2%	1.3	12.3%	0	0.0%	1.3	12.3%	0.7	-1.3	0.4
B02 Communication/Editor	0	0		0.0	41.7%	0		0	9.0%	0.0	0.0	0.0
B03 Teacher/Education	31	26	83.9%	18.4	59.4%	4	12.9%	2.9	9.6%	7.6	1.1	-1.8
B04 Nurse/Health	357	263	73.7%	251.3	70.4%	26	7.3%	40.3	11.3%	11.7	-14.3	-18.4
B05 Physician/Dentist/Veterinarian	67	28	41.8%	22.3	33.4%	6	9.0%	7.6	11.4%	5.7	-1.6	0.0
B06 Food Service Manager	13	11	84.6%	6.8	52.9%	1	7.7%	0.7	6.1%	4.2	0.3	-0.7
B07 Purchasing Agent/Analyst	27	9	33.3%	11.6	43.2%	0	0.0%	1.4	5.3%	-2.6	-1.4	0.4
B08 Natural Resource	61	28	45.9%	15.3	25.1%	7	11.5%	4.3	7.2%	12.7	2.7	-2.6
B09 Social Science/Planner/Reseacher	151	81	53.6%	65.9	43.7%	16	10.6%	15.1	10.0%	15.1	0.9	-1.0
B10 Personnel/Employment	82	61	74.4%	47.2	57.6%	13	15.9%	9.5	11.6%	13.8	3.5	4.1
B11 Inspector/Compliance/Investigator	88	56	63.6%	42.3	48.1%	16	18.2%	9.4	10.7%	13.7	6.6	5.8
B12 Computer Analyst	288	104	36.1%	93.3	32.4%	31	10.8%	37.4	13.0%	10.7	-6.4	0.8
B13 Attorney/Hearings Officer	4	4	100.0%	1.2	30.6%	0	0.0%	0.3	7.9%	2.8	-0.3	-0.2
B14 Librarian/Archival Specialist	1	1	100.0%	0.7	70.4%	0	0.0%	0.1	10.0%	0.3	-0.1	0.0
B15 Accounting/Finance/Revenue	114	67	58.8%	60.4	53.0%	13	11.4%	14.8	13.0%	6.6	-1.8	-0.8
B16 Program Coordinator/Analyst	483	368	76.2%	198.5	41.1%	60	12.4%	45.8	9.5%	169.5	14.2	1.1
B17 Social Services	2145	1,689	78.7%	1,287.0	60.0%	359	16.7%	336.7	15.7%	402.0	22.3	-18.7
C01 Health	51	35	68.6%	38.5	75.5%	7	13.7%	7	13.8%	-3.5	0.0	3.0
C04 Computer	45	23	51.1%	16.2	36.0%	2	4.4%	5.7	12.7%	6.8	-3.7	3.3
C05 Audiovisual	3	3	100.0%	1.2	40.6%			0.2		1.8		
C06 Revenue Agent/Examiner	14	13	92.9%	9.5	68.1%	2	14.3%	1	7.6%	3.5	1.0	0.2
E01 Nonsupervisory	2376	1,729	72.8%	1,380.4	58.1%	523	22.0%	232.8	9.8%	348.6	290.2	-25.5
E02 Supervisory	33	10	30.3%	19.1	58.0%	3	9.1%	2.4	7.5%	-9.1	0.6	-1.9
F00 Administrative Support	1503	1,362	90.6%	1,056.6	70.3%	238	15.8%	145.7	9.7%	305.4	92.3	58.9
G03 Trades/Maintenance Repair	16	0	0.0%	2.1	13.4%	2	12.5%	1.4	9.1%	-2.1	0.6	-0.9
G05 Mechanical/Boiler Operator	14	0	0.0%	1.7	12.5%	0	0.0%	1	7.5%	-1.7	-1.0	-0.8
G06 Trades	15	0	0.0%	1.7	11.5%	2	13.3%	1	7.1%	-1.7	1.0	0.1
G08 Skilled Crafts (SR18+)	10	3	30.0%	1.6	16.1%	0	0.0%	0.6	6.7%	1.4	-0.6	0.4
H00 Service Maintenance Worker	152	77	50.7%	57.4	37.8%	20	13.2%	17.6	11.6%	19.6	2.4	-2.1
Total DHS	8999	6,578		5,059		1444		1055.8		1518.7	388.4	-8.4

PWD Totals	
Total	%
530	5.9

Affirmative Action Statistics are voluntary and may not accurately reflect the actual diversity of the agency

*May be duplication in counts of individuals within the W, POC and PWD categories

Data Source: DAS HRMD IRD: Affirmative Action Progress Report AAPRGRS02 A - 6/30/05

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Affirmative Action Analysis as of September 30, 2006**

EEO Categories	Total Employee	Women (W)				People of Color (POC)				Over/Under Goal		
		Actual FTE*	Group %*	Parity FTE*	Parity %*	Actual FTE*	Group %*	Parity FTE*	Parity %*	Women	POC	PWD
A01 Middle Management	623	422	67.7%	267.8	43.0%	81	13.0%	84.7	13.6%	154.2	-3.7	-11.3
A02 Upper Management	198	105	53.0%	72.4	36.6%	21	10.6%	24.1	12.2%	32.6	-3.1	-5.8
B01 Engineer/Architect	10	2	20.0%	1.2	12.3%	0	0.0%	1.2	12.3%	0.8	-1.2	0.4
B02 Communication/Editor	8	6	75.0%	3.3	41.7%	1	12.5%	0.7	9.0%	2.7	0.3	-0.4
B03 Teacher/Education	34	27	79.4%	20.1	59.4%	3	8.8%	3.2	9.6%	6.9	-0.2	-2.0
B04 Nurse/Health	348	252	72.4%	244.9	70.4%	26	7.5%	39.3	11.3%	7.1	-13.3	-18.8
B05 Physician/Dentist/Veterinarian	69	27	39.1%	23.0	33.4%	7	10.1%	7.8	11.4%	4.0	-0.8	-0.1
B06 Food Service Manager	12	10	83.3%	6.3	52.9%	1	8.3%	0.7	6.1%	3.7	0.3	-0.7
B07 Purchasing Agent/Analyst	35	15	42.9%	15.1	43.2%	1	2.9%	1.8	5.3%	-0.1	-0.8	0.9
B08 Natural Resource	63	31	49.2%	15.8	25.1%	8	12.7%	4.5	7.2%	15.2	3.5	-2.7
B09 Social Science/Planner/Researcher	161	87	54.0%	70.3	43.7%	16	9.9%	16.1	10.0%	16.7	-0.1	-2.6
B10 Personnel/Employment	81	54	66.7%	46.6	57.6%	14	17.3%	9.3	11.6%	7.4	4.7	2.2
B11 Inspector/Compliance/Investigator	114	75	65.8%	54.8	48.1%	20	17.5%	12.1	10.7%	20.2	7.9	6.2
B12 Computer Analyst	259	93	35.9%	83.9	32.4%	36	13.9%	33.6	13.0%	9.1	2.4	0.5
B13 Attorney/Hearings Officer	4	4	100.0%	1.2	30.6%	0	0.0%	0.3	7.9%	2.8	-0.3	-0.2
B14 Librarian/Archival Specialist	1	1	100.0%	0.7	70.4%	0	0.0%	0.1	10.0%	0.3	-0.1	0.0
B15 Accounting/Finance/Revenue	131	83	63.4%	69.4	53.0%	19	14.5%	17	13.0%	13.6	2.0	-2.8
B16 Program Coordinator/Analyst	557	416	74.7%	228.9	41.1%	63	11.3%	52.9	9.5%	187.1	10.1	-1.4
B17 Social Services	1994	1,561	78.3%	1,196.4	60.0%	337	16.9%	313	15.7%	364.6	24.0	-34.6
C01 Health	44	33	75.0%	33.2	75.5%	7	15.9%	6	13.8%	-0.2	1.0	2.4
C04 Computer	40	25	62.5%	14.4	36.0%	2	5.0%	5	12.7%	10.6	-3.0	3.6
C05 Audio-Visual	8	8	100.0%	3.2	40.6%	0	0.0%	0.7	9.2%	4.8	-0.7	-0.4
C06 Revenue Agent/Examiner	16	16	100.0%	10.8	68.1%	3	18.8%	1.2	7.6%	5.2	1.8	-0.9
E01 Nonsupervisory	2491	1,845	74.1%	1,447.2	58.1%	576	23.1%	244.1	9.8%	397.8	331.9	-36.4
E02 Supervisory	29	8	27.6%	16.8	58.0%	4	13.8%	2.1	7.5%	-8.8	1.9	-1.7
F00 Administrative Support	1519	1,376	90.6%	1,067.8	70.3%	243	16.0%	147.3	9.7%	308.2	95.7	38.9
G03 Trades/Maintenance Repair	6	0	0.0%	0.8	13.4%	0	0.0%	0.5	9.1%	-0.8	-0.5	-0.3
G05 Mechanical/Boiler Operator	11	0	0.0%	1.3	12.5%	1	9.1%	0.8	7.5%	-1.3	0.2	-0.6
G06 Trades	18	0	0.0%	2.0	11.5%	1	5.6%	1.2	7.1%	-2.0	-0.2	0.0
G08 Skilled Crafts (SR18+)	9	2	22.2%	1.4	16.1%	0	0.0%	0.6	6.7%	0.6	-0.6	1.5
H00 Service Maintenance Worker	171	74	43.3%	64.6	37.8%	21	12.3%	19.8	11.6%	9.4	1.2	-4.2
Total DHS	9064	6,658		5,086		1512		1051.7		1572.4	460.3	-71.3

PWD Totals	
Total	%
471	5.2

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