

Civil Service Utilization: Availability Compared to UIC Workforce
October 2006
Excludes DSCC, COM-P, COM-R, COM-U

Chicago Site Only

JOB CATEGORIES	JOB GROUPS	Female	Total Minority	African American	Hispanic	Asian	Native American	
PROFESSIONAL NON-FACULTY								
	Accounting/Finance Professionals	(N=55)						
	UIC Workforce	63.64%	72.72%	36.36%	14.54%	21.82%	0.00%	
	Availability	55.48%	28.96%	14.12%	7.04%	7.02%	0.29%	
	Assessment	+	+	+	+	+	-	
	Engineers	(N=26)						
	UIC Workforce	0.00%	23.07%	0.00%	7.69%	15.38%	0.00%	
	Availability	12.36%	29.09%	6.97%	6.14%	14.68%	0.26%	
	Assessment	-	-	-	+	+	-	
	Human Resources Professionals	(N=24)						
	UIC Workforce	95.83%	83.34%	62.50%	16.67%	4.17%	0.00%	
	Availability	62.74%	35.87%	19.70%	11.96%	3.63%	0.21%	
	Assessment	+	+	+	+	+	-	
	Systems/Network Professionals	(N= 57)						
	UIC Workforce	45.61%	63.16%	43.86%	7.02%	12.28%	0.00%	
	Availability	80.06%	68.69%	49.47%	13.71%	5.37%	0.05%	
	Assessment	-	-	-	-	+	-	
	Commun/Creative Arts Professionals	(N= 79)						
	UIC Workforce	96.20%	78.49%	58.23%	16.46%	3.80%	0.00%	
	Availability	69.12%	31.87%	17.82%	9.26%	3.87%	0.28%	
	Assessment	+	+	+	+	-	-	
	<i>N = # of employees in Job Group</i>							

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PROFESSIONAL NON-FACULTY	College Program Professionals	(N=41)						
	UIC Workforce	92.68%	87.81%	73.17%	12.20%	2.44%	0.00%	
	Availability Assessment	98.82%	70.32%	56.00%	14.08%	0.21%	0.01%	
			-	+	+	-	+	
	Medical/Lab Professionals	(N=243)						
	UIC Workforce	70.37%	54.74%	18.11%	7.82%	28.81%	0.00%	
	Availability Assessment	72.71%	39.09%	13.93%	4.81%	18.96%	0.17%	
			-	+	+	+	-	
	Nurses	(N=966)						
	UIC Workforce	90.48%	69.35%	18.53%	5.69%	44.72%	0.41%	
	Availability Assessment	93.83%	40.26%	19.69%	3.91%	15.18%	0.26%	
			-	+	-	+	+	
	Medical Health Professionals	(N=78)						
	UIC Workforce	65.38%	84.61%	67.95%	15.38%	1.28%	0.00%	
	Availability Assessment	73.97%	36.39%	15.96%	6.19%	13.22%	0.15%	
			-	+	+	+	-	
	Medical Therapists	(N=54)						
	UIC Workforce	61.11%	29.62%	12.96%	1.85%	14.81%	0.00%	
	Availability Assessment	76.70%	30.36%	14.21%	5.09%	10.22%	0.06%	
			-	-	-	-	+	
	Other CS Service Professionals	(N=120)						
	UIC Workforce	89.17%	70.83%	45.83%	23.33%	1.67%	0.00%	
	Availability Assessment	77.11%	33.59%	18.22%	10.69%	3.72%	0.30%	
			+	+	+	+	-	
			+	+	+	+	-	
	TOTALS	(N=1743)	82.27%	67.12%	27.19%	8.66%	31.04%	0.23%
			<i>N = # of employees in Job Group</i>					

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JOB CATEGORIES	JOB GROUPS	Female	Total Minority	African American	Hispanic	Asian	Native American	
TECHNICAL & PARAPROFESSIONAL								
	Systems/Network Technicians	(N=33)						
	UIC Workforce	48.48%	48.48%	30.30%	18.18%	0.00%	0.00%	
	Availability Assessment	39.69%	30.22%	12.32%	6.34%	10.28%	0.40%	
		+	+	+	+	-	-	
	Engineering/Science Technicians	(N=103)						
	UIC Workforce	69.90%	77.67%	39.80%	29.13%	6.80%	1.94%	
	Availability Assessment	19.44%	36.77%	12.03%	11.82%	11.93%	0.25%	
		+	+	+	+	-	+	
	Food Service Coordinators	(N=2)						
	UIC Workforce	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	
	Availability Assessment	40.50%	36.19%	10.03%	14.30%	9.77%	0.27%	
		-	+	+	-	-	-	
	Health Technicians	(N=407)						
	UIC Workforce	81.57%	80.58%	49.63%	22.11%	8.35%	0.49%	
	Availability Assessment	75.10%	45.70%	23.46%	9.97%	11.27%	0.30%	
		+	+	+	+	-	+	
	Health Service, Other	(N=105)						
	UIC Workforce	90.48%	86.67%	72.38%	7.62%	6.67%	0.00%	
	Availability Assessment	85.09%	52.21%	34.46%	5.85%	9.85%	0.22%	
		+	+	+	+	-	-	
	Protective Service Workers	(N=98)						
	UIC Workforce	23.47%	62.24%	30.61%	27.55%	4.08%	0.00%	
	Availability Assessment	20.19%	43.23%	30.07%	10.15%	1.80%	0.41%	
		+	+	+	+	+	-	
	Other Technicians Paraprofessionals	(N=555)						
	UIC Workforce	82.16%	88.28%	53.33%	32.07%	2.88%	0.00%	
	Availability Assessment	67.49%	41.19%	23.76%	12.02%	4.36%	0.26%	
		+	+	+	+	-	-	
TOTALS		(N=1303)	76.28%	81.89%	50.34%	26.02%	5.22%	0.31%

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JOB CATEGORIES	JOB GROUPS	Female	Total Minority	African American	Hispanic	Asian	Native American
SKILLED CRAFTS							
	Auto Mechanics/Body Repair	(N=8)					
	UIC Workforce	0.00%	37.50%	25.00%	12.50%	0.00%	0.00%
	Availability	1.70%	39.56%	11.84%	23.82%	2.57%	0.35%
	Assessment	-	-	+	-	-	-
	Mechanics/Repair not Auto	(N=20)					
	UIC Workforce	5.00%	15.00%	0.00%	15.00%	0.00%	0.00%
	Availability	43.63%	63.84%	12.81%	39.04%	11.34%	0.10%
	Assessment	-	-	-	-	-	-
	Machinists	(N=27)					
	UIC Workforce	0.00%	18.51%	3.70%	11.11%	3.70%	0.00%
	Availability	6.05%	34.52%	9.98%	17.02%	5.67%	0.41%
	Assessment	-	-	-	-	-	-
	Carpenters	(N=27)					
	UIC Workforce	7.41%	7.41%	7.41%	0.00%	0.00%	0.00%
	Availability	1.53%	23.83%	5.91%	15.25%	0.78%	0.49%
	Assessment	+	-	+	-	-	-
	Construction Crafts	(N=33)					
	UIC Workforce	6.06%	12.12%	6.06%	6.06%	0.00%	0.00%
	Availability	2.04%	25.46%	8.16%	14.92%	0.69%	0.46%
	Assessment	+	-	-	-	-	-
	Electricians	(N=32)					
	UIC Workforce	3.12%	25.00%	12.50%	9.38%	0.00%	3.12%
	Availability	3.47%	21.44%	9.18%	9.27%	1.62%	0.50%
	Assessment	-	+	+	+	-	+
	Print Trades Crafts	(N=6)					
	UIC Workforce	33.33%	83.33%	50.00%	33.33%	0.00%	0.00%
	Availability	10.96%	45.58%	25.96%	15.27%	3.05%	0.50%
	Assessment	+	+	+	+	-	-
	N = # of employees in Job Group						

