

Factor Availabilities

UIC Support Staff
11/07/2006

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	Amlnd (%)
Factor 1 - Requisite Skills in Reasonable Recruiting Area						
3A Accountg/Finance Professionals <i>Labor Area: Chicago, IL PMSA</i>	55.11	27.41	13.38	6.40	6.66	0.39
3B Engineers <i>Labor Area: Chicago, IL PMSA</i>	12.36	29.09	6.97	6.14	14.68	0.26
3C Human Resources Professionals <i>Labor Area: Chicago, IL PMSA</i>	59.97	29.48	15.96	9.24	3.59	0.24
3D Systems/Network Professionals <i>Labor Area: Chicago, IL PMSA</i>	31.85	28.18	10.16	6.35	10.50	0.41
3E Commun/Creative Arts Profess <i>Labor Area: Chicago, IL PMSA</i>	68.26	31.58	18.14	9.21	3.25	0.33
3F College Program Professionals <i>Labor Area: Chicago, IL PMSA</i>	56.53	30.25	14.41	8.96	5.08	0.76
3G Medical/Lab Professionals <i>Labor Area: Chicago, IL PMSA</i>	72.60	39.36	14.21	4.71	18.93	0.18
3H Nurses <i>Labor Area: Chicago, IL PMSA</i>	93.87	39.41	19.11	3.84	15.00	0.26
3J Medical Health Professionals <i>Labor Area: Chicago, IL PMSA</i>	72.46	34.07	13.96	4.58	14.46	0.17
3K Medical Therapists <i>Labor Area: Chicago, IL PMSA</i>	80.55	31.69	15.88	5.06	10.11	0.12
3Z Other CS Service Professionals <i>Labor Area: Chicago, IL PMSA</i>	65.13	25.18	13.58	6.51	4.15	0.26
4A Systems/Network Technicians <i>Labor Area: Chicago, IL PMSA</i>	38.91	31.04	12.47	6.47	10.80	0.40
4B Engineering/Science Technician <i>Labor Area: Chicago, IL PMSA</i>	18.69	36.24	12.17	10.99	12.08	0.26
4C Food Service Coordinators <i>Labor Area: Chicago, IL PMSA</i>	40.50	36.19	10.03	14.30	9.77	0.27
4E Health Technicians <i>Labor Area: Chicago, IL PMSA</i>	74.18	44.45	22.74	9.15	11.56	0.28
4F Health Service, Other <i>Labor Area: Chicago, IL PMSA</i>	83.69	51.22	33.26	5.79	10.16	0.22
4G Protective Service Workers <i>Labor Area: Chicago, IL PMSA</i>	19.51	41.22	28.78	9.49	1.74	0.41
4Z Other Technicians/Paraprofess <i>Labor Area: Chicago, IL PMSA</i>	65.95	35.87	20.22	10.16	4.41	0.24

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5A Accounting/Finance Clericals <i>Labor Area: Chicago, IL PMSA</i>	87.19	29.36	15.31	9.01	3.99	0.25
5B Office Support Clericals <i>Labor Area: Chicago, IL PMSA</i>	94.10	27.28	15.26	8.87	2.23	0.27
5C Office Machine Operators <i>Labor Area: Chicago, IL PMSA</i>	70.28	42.68	23.77	11.00	7.11	0.38
5D Storekeepers/Dispatchers <i>Labor Area: Chicago, IL PMSA</i>	69.75	37.13	19.72	11.96	4.20	0.36
5Z Other Clericals <i>Labor Area: Chicago, IL PMSA</i>	74.18	37.99	20.31	10.90	5.45	0.29
6A Auto Mechanics/Body Repair <i>Labor Area: Chicago, IL PMSA</i>	1.70	39.56	11.84	23.82	2.57	0.35
6B Mechanics/Repair not Auto <i>Labor Area: Chicago, IL PMSA</i>	43.63	63.84	12.81	39.04	11.34	0.10
6C Machinists <i>Labor Area: Chicago, IL PMSA</i>	6.29	33.50	10.38	16.10	5.10	0.42
6D Carpenters <i>Labor Area: Chicago, IL PMSA</i>	1.53	23.83	5.91	15.25	0.78	0.49
6E Construction Crafts <i>Labor Area: Chicago, IL PMSA</i>	2.04	25.63	8.14	15.09	0.69	0.46
6F Electricians <i>Labor Area: Chicago, IL PMSA</i>	3.47	21.44	9.18	9.27	1.62	0.50
6G Print Trades Crafts <i>Labor Area: Chicago, IL PMSA</i>	13.70	31.98	7.45	19.09	3.82	0.63
6H Painters <i>Labor Area: Chicago, IL PMSA</i>	14.43	59.47	10.87	46.48	1.77	0.00
6J Plant & Systems Operators <i>Labor Area: Chicago, IL PMSA</i>	10.10	39.79	25.77	10.93	3.09	0.00
6Z Other Craftsmen <i>Labor Area: Chicago, IL PMSA</i>	8.56	35.46	12.40	19.90	2.27	0.33
7A Vehicle Operators <i>Labor Area: Chicago, IL PMSA</i>	8.66	39.08	20.57	15.20	1.55	0.52
7C Cleaning Service Workers <i>Labor Area: Chicago, IL PMSA</i>	44.69	42.63	17.00	21.41	2.75	0.47
7D Food Service Workers <i>Labor Area: Chicago, IL PMSA</i>	64.05	43.16	21.12	18.31	2.82	0.21
7E Personal Service Workers <i>Labor Area: Chicago, IL PMSA</i>	50.95	37.84	23.66	9.35	3.71	0.53

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7Z Other Service/Maintenance <i>Labor Area: Chicago, IL PMSA</i>	14.99	60.77	22.45	33.50	2.35	0.28
AA Accounting/Finance Managers <i>Labor Area: Chicago, IL PMSA</i>	52.58	26.47	11.27	5.50	8.91	0.13
AB Human Resources Managers <i>Labor Area: Chicago, IL PMSA</i>	57.25	30.46	16.19	9.66	3.94	0.22
AC Building/Housing Managers <i>Labor Area: Chicago, IL PMSA</i>	36.36	20.83	9.21	5.95	4.70	0.23
AE Health Managers <i>Labor Area: Chicago, IL PMSA</i>	71.44	28.36	17.19	6.06	4.39	0.09
AZ Other Managers <i>Labor Area: Chicago, IL PMSA</i>	39.94	20.43	9.22	5.84	4.44	0.23

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Factor 2 - Promotable, Transferable, and Trainable within Organization						
3A Accountg/Finance Professionals	75.00	75.00	25.00	33.33	16.67	0.00
3B Engineers	-	-	-	-	-	-
3C Human Resources Professionals	0.00	0.00	0.00	0.00	0.00	0.00
3D Systems/Network Professionals	87.50	87.50	75.00	12.50	0.00	0.00
3E Commun/Creative Arts Profess	97.03	94.06	48.51	39.60	5.94	0.00
3F College Program Professionals	85.60	90.40	54.40	36.00	0.00	0.00
3G Medical/Lab Professionals	69.66	62.76	32.41	6.90	23.45	0.00
3H Nurses	90.40	70.30	21.09	5.84	42.97	0.40
3J Medical Health Professionals	84.75	52.54	36.16	16.38	0.00	0.00
3K Medical Therapists	67.44	30.23	11.63	2.33	16.28	0.00
3Z Other CS Service Professionals	93.38	66.89	38.74	23.84	3.97	0.33
4A Systems/Network Technicians	70.00	60.00	60.00	0.00	0.00	0.00
4B Engineering/Science Technician	90.20	98.04	82.35	7.84	7.84	0.00
4C Food Service Coordinators	-	-	-	-	-	-
4E Health Technicians	77.32	81.44	53.09	16.49	11.34	0.52
4F Health Service, Other	75.00	100.00	100.00	0.00	0.00	0.00
4G Protective Service Workers	25.61	65.85	31.71	29.27	4.88	0.00
4Z Other Technicians/Paraprofess	76.28	86.73	55.27	29.25	1.79	0.43
5A Accounting/Finance Clericals	85.94	81.77	48.96	31.25	1.56	0.00
5B Office Support Clericals	97.21	54.19	35.20	18.99	0.00	0.00
5C Office Machine Operators	-	-	-	-	-	-
5D Storekeepers/Dispatchers	34.29	74.29	62.86	11.43	0.00	0.00
5Z Other Clericals	94.85	72.90	43.09	26.02	2.98	0.81
6A Auto Mechanics/Body Repair	-	-	-	-	-	-
6B Mechanics/Repair not Auto	-	-	-	-	-	-
6C Machinists	-	-	-	-	-	-
6D Carpenters	-	-	-	-	-	-
6E Construction Crafts	0.00	33.33	0.00	33.33	0.00	0.00
6F Electricians	3.57	28.57	14.29	10.71	0.00	3.57
6G Print Trades Crafts	-	-	-	-	-	-
6H Painters	-	-	-	-	-	-
6J Plant & Systems Operators	1.75	19.30	14.91	1.75	2.63	0.00
6Z Other Craftsmen	-	-	-	-	-	-
7A Vehicle Operators	-	-	-	-	-	-
7C Cleaning Service Workers	55.60	90.73	60.34	29.53	0.86	0.00

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7D Food Service Workers	60.00	92.50	70.00	22.50	0.00	0.00
7E Personal Service Workers	70.00	100.00	60.00	35.00	5.00	0.00
7Z Other Service/Maintenance	17.86	82.14	71.43	10.71	0.00	0.00
AA Accounting/Finance Managers	-	-	-	-	-	-
AB Human Resources Managers	-	-	-	-	-	-
AC Building/Housing Managers	91.69	76.91	45.85	27.24	3.65	0.17
AE Health Managers	90.63	26.56	20.31	0.00	6.25	0.00
AZ Other Managers	-	-	-	-	-	-