

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3A Accountg/Finance Professionals**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.14	28.08	14.37	5.82	7.22	0.29	<b>91.18</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	92.86	77.14	52.86	18.57	5.71	0.00	<b>8.82</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>58.46</b>	<b>32.41</b>	<b>17.77</b>	<b>6.94</b>	<b>7.09</b>	<b>0.26</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3B Engineers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.78	28.48	7.32	6.08	13.90	0.25	<b>100.00</b>	11.78	28.48	7.32	6.08	13.90	0.25
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>11.78</b>	<b>28.48</b>	<b>7.32</b>	<b>6.08</b>	<b>13.90</b>	<b>0.25</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 3C Human Resources Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.44	29.67	16.01	9.33	3.66	0.24	<b>91.67</b>	54.49	27.20	14.67	8.55	3.36	0.22
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	60.00	30.00	30.00	0.00	0.00	<b>8.33</b>	8.33	5.00	2.50	2.50	0.00	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>62.82</b>	<b>32.19</b>	<b>17.17</b>	<b>11.05</b>	<b>3.36</b>	<b>0.22</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 3D Systems/Network Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.32	27.85	11.41	6.15	9.35	0.26	<b>94.67</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.67	73.33	53.33	13.33	6.67	0.00	<b>5.33</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>34.98</b>	<b>30.28</b>	<b>13.64</b>	<b>6.53</b>	<b>9.20</b>	<b>0.24</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3E Commun/Creative Arts Profess**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	29.45	17.37	9.13	3.61	4.25	0.03	<b>94.32</b>	27.78	16.38	8.61	3.41	4.01	0.03
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	84.62	65.38	38.46	26.92	0.00	0.00	<b>5.68</b>	4.81	3.71	2.18	1.53	0.00	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>32.58</b>	<b>20.09</b>	<b>10.79</b>	<b>4.94</b>	<b>4.01</b>	<b>0.03</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3F College Program Professionals**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.58	37.35	23.82	8.15	3.94	0.59	<b>82.50</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	75.00	75.00	65.00	10.00	0.00	0.00	<b>17.50</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>63.11</b>	<b>43.94</b>	<b>31.03</b>	<b>8.47</b>	<b>3.25</b>	<b>0.49</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 3G Medical/Lab Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.40	39.38	14.03	4.69	19.12	0.19	<b>95.54</b>	69.17	37.62	13.41	4.48	18.26	0.18
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	66.67	57.78	26.67	11.11	20.00	0.00	<b>4.46</b>	2.97	2.58	1.19	0.50	0.89	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>72.14</b>	<b>40.20</b>	<b>14.60</b>	<b>4.98</b>	<b>19.16</b>	<b>0.18</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3H Nurses**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	93.88	39.31	18.98	3.83	15.04	0.26	<b>97.65</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	90.33	72.29	16.27	9.91	45.75	0.35	<b>2.35</b>						
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>								<b>93.80</b>	<b>40.08</b>	<b>18.92</b>	<b>3.97</b>	<b>15.76</b>	<b>0.26</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 3J Medical Health Professionals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	75.52	37.41	19.04	5.41	11.99	0.14	<b>94.95</b>	71.71	35.52	18.08	5.14	11.38	0.13
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	92.00	52.00	16.00	36.00	0.00	0.00	<b>5.05</b>	4.65	2.63	0.81	1.82	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>76.36</b>	<b>38.14</b>	<b>18.89</b>	<b>6.96</b>	<b>11.38</b>	<b>0.13</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 3K Medical Therapists

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	80.77	33.20	16.31	5.32	10.75	0.45	<b>98.36</b>	79.44	32.66	16.04	5.24	10.57	0.44
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	0.00	0.00	0.00	0.00	0.00	<b>1.64</b>	1.64	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>81.08</b>	<b>32.66</b>	<b>16.04</b>	<b>5.24</b>	<b>10.57</b>	<b>0.44</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 3Z Other CS Service Professionals**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.87	25.52	14.06	6.37	4.17	0.25	<b>93.75</b>	60.81	23.93	13.18	5.97	3.91	0.24
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	92.86	85.71	64.29	19.05	2.38	0.00	<b>6.25</b>	5.80	5.36	4.02	1.19	0.15	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>66.62</b>	<b>29.28</b>	<b>17.20</b>	<b>7.16</b>	<b>4.06</b>	<b>0.24</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4A Systems/Network Technicians**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.32	25.71	8.50	5.59	10.28	0.60	<b>100.00</b>	26.32	25.71	8.50	5.59	10.28	0.60
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>26.32</b>	<b>25.71</b>	<b>8.50</b>	<b>5.59</b>	<b>10.28</b>	<b>0.60</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4B Engineering/Science Technician**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	18.92	36.18	12.11	11.31	11.76	0.25	<b>97.83</b>	18.51	35.39	11.85	11.06	11.50	0.24
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	92.31	84.62	46.15	38.46	0.00	0.00	<b>2.17</b>	2.00	1.84	1.00	0.83	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>20.52</b>	<b>37.23</b>	<b>12.85</b>	<b>11.90</b>	<b>11.50</b>	<b>0.24</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4C Food Service Coordinators**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.51	36.20	10.03	14.31	9.78	0.27	<b>100.00</b>	40.51	36.20	10.03	14.31	9.78	0.27
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>40.51</b>	<b>36.20</b>	<b>10.03</b>	<b>14.31</b>	<b>9.78</b>	<b>0.27</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4E Health Technicians**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	73.20	41.37	18.69	9.26	12.12	0.30	<b>99.18</b>	72.60	41.03	18.54	9.18	12.02	0.29
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	75.17	83.45	47.59	23.45	11.72	0.69	<b>0.82</b>	0.62	0.68	0.39	0.19	0.10	0.01
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>73.22</b>	<b>41.72</b>	<b>18.93</b>	<b>9.37</b>	<b>12.11</b>	<b>0.30</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4F Health Service, Other**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.63	44.67	25.28	5.27	12.43	0.20	<b>97.81</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.00	90.00	40.00	40.00	10.00	0.00	<b>2.19</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>79.42</b>	<b>45.66</b>	<b>25.60</b>	<b>6.04</b>	<b>12.37</b>	<b>0.19</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4G Protective Service Workers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	19.57	41.78	29.26	9.54	1.76	0.41	<b>100.00</b>	19.57	41.78	29.26	9.54	1.76	0.41
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	24.14	65.52	34.48	22.99	8.05	0.00	<b>0.00</b>	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>19.57</b>	<b>41.78</b>	<b>29.26</b>	<b>9.54</b>	<b>1.76</b>	<b>0.41</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 4Z Other Technicians/Paraprofess**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.12	35.75	19.85	10.42	4.40	0.25	<b>92.46</b>	60.21	33.05	18.36	9.64	4.07	0.23
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	89.83	92.91	56.26	34.52	1.65	0.47	<b>7.54</b>	6.77	7.01	4.24	2.60	0.12	0.04
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>66.98</b>	<b>40.06</b>	<b>22.60</b>	<b>12.24</b>	<b>4.20</b>	<b>0.27</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 5A Accounting/Finance Clericals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	87.38	29.73	15.59	9.20	3.88	0.25	<b>92.75</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	76.92	84.62	53.85	25.64	5.13	0.00	<b>7.25</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>86.62</b>	<b>33.71</b>	<b>18.36</b>	<b>10.39</b>	<b>3.97</b>	<b>0.23</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 5B Office Support Clericals

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.30	35.78	19.59	10.84	4.32	0.25	<b>97.55</b>	62.73	34.91	19.11	10.57	4.22	0.25
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	46.15	7.69	30.77	0.00	7.69	<b>2.45</b>	2.45	1.13	0.19	0.75	0.00	0.19
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>65.18</b>	<b>36.04</b>	<b>19.30</b>	<b>11.33</b>	<b>4.22</b>	<b>0.43</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 5C Office Machine Operators**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.42	43.76	24.20	11.18	7.54	0.41	<b>100.00</b>	69.42	43.76	24.20	11.18	7.54	0.41
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>69.42</b>	<b>43.76</b>	<b>24.20</b>	<b>11.18</b>	<b>7.54</b>	<b>0.41</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 5D Storekeepers/Dispatchers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	77.43	37.95	21.38	10.83	4.59	0.32	<b>93.07</b>	72.06	35.32	19.89	10.08	4.28	0.30
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	35.14	78.38	70.27	8.11	0.00	0.00	<b>6.93</b>	2.43	5.43	4.87	0.56	0.00	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>								<b>74.50</b>	<b>40.76</b>	<b>24.76</b>	<b>10.64</b>	<b>4.28</b>	<b>0.30</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 5Z Other Clericals**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	73.43	38.56	20.57	11.09	5.50	0.30	<b>96.31</b>	70.72	37.13	19.82	10.68	5.29	0.29
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	93.88	67.35	32.65	26.53	8.16	0.00	<b>3.69</b>	3.46	2.49	1.20	0.98	0.30	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>74.19</b>	<b>39.62</b>	<b>21.02</b>	<b>11.66</b>	<b>5.60</b>	<b>0.29</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6A Auto Mechanics/Body Repair**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	1.70	39.55	11.84	23.82	2.57	0.35	<b>100.00</b>	1.70	39.55	11.84	23.82	2.57	0.35
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>1.70</b>	<b>39.55</b>	<b>11.84</b>	<b>23.82</b>	<b>2.57</b>	<b>0.35</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6B Mechanics/Repair not Auto**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.87	70.07	11.44	42.93	14.91	0.14	<b>95.00</b>	57.83	66.56	10.87	40.79	14.16	0.13
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	40.00	20.00	20.00	0.00	0.00	<b>5.00</b>	0.00	2.00	1.00	1.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>57.83</b>	<b>68.56</b>	<b>11.87</b>	<b>41.79</b>	<b>14.16</b>	<b>0.13</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6C Machinists**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	6.29	33.51	10.38	16.10	5.10	0.42	<b>96.30</b>	6.06	32.27	9.99	15.51	4.91	0.41
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	0.00	0.00	0.00	0.00	<b>3.70</b>	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>6.06</b>	<b>32.27</b>	<b>9.99</b>	<b>15.51</b>	<b>4.91</b>	<b>0.41</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6D Carpenters**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	1.52	23.83	5.91	15.25	0.78	0.49	<b>100.00</b>	1.52	23.83	5.91	15.25	0.78	0.49
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>1.52</b>	<b>23.83</b>	<b>5.91</b>	<b>15.25</b>	<b>0.78</b>	<b>0.49</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 6E Construction Crafts

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	2.18	24.97	8.12	14.60	0.71	0.47	<b>100.00</b>	2.18	24.97	8.12	14.60	0.71	0.47
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>2.18</b>	<b>24.97</b>	<b>8.12</b>	<b>14.60</b>	<b>0.71</b>	<b>0.47</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6F Electricians**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	3.47	21.43	9.17	9.27	1.62	0.50	<b>100.00</b>	3.47	21.43	9.17	9.27	1.62	0.50
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>3.47</b>	<b>21.43</b>	<b>9.17</b>	<b>9.27</b>	<b>1.62</b>	<b>0.50</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6G Print Trades Crafts**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.70	31.98	7.45	19.09	3.82	0.63	<b>100.00</b>	13.70	31.98	7.45	19.09	3.82	0.63
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>13.70</b>	<b>31.98</b>	<b>7.45</b>	<b>19.09</b>	<b>3.82</b>	<b>0.63</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6H Painters**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.42	59.42	10.86	46.43	1.77	0.00	<b>100.00</b>	14.42	59.42	10.86	46.43	1.77	0.00
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Job Group Final Availabilities (%)</b>							<b>100.00</b>	<b>14.42</b>	<b>59.42</b>	<b>10.86</b>	<b>46.43</b>	<b>1.77</b>	<b>0.00</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 6J Plant & Systems Operators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.04	39.55	25.61	10.86	3.07	0.00	<b>96.97</b>	9.74	38.35	24.84	10.53	2.98	0.00
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	1.89	17.92	13.21	1.89	2.83	0.00	<b>3.03</b>	0.06	0.54	0.40	0.06	0.09	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>9.79</b>	<b>38.89</b>	<b>25.24</b>	<b>10.59</b>	<b>3.07</b>	<b>0.00</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 6Z Other Craftsmen**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	8.57	35.47	12.40	19.91	2.27	0.33	<b>100.00</b>	8.57	35.47	12.40	19.91	2.27	0.33
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>8.57</b>	<b>35.47</b>	<b>12.40</b>	<b>19.91</b>	<b>2.27</b>	<b>0.33</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 7A Vehicle Operators**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	8.98	39.61	21.05	15.24	1.58	0.50	<b>100.00</b>	8.98	39.61	21.05	15.24	1.58	0.50
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>8.98</b>	<b>39.61</b>	<b>21.05</b>	<b>15.24</b>	<b>1.58</b>	<b>0.50</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 7C Cleaning Service Workers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.63	42.63	17.00	21.41	2.75	0.47	<b>99.53</b>	44.42	42.43	16.92	21.31	2.74	0.47
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	35.56	97.78	71.11	24.44	2.22	0.00	<b>0.47</b>	0.17	0.46	0.33	0.11	0.01	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>								<b>44.58</b>	<b>42.89</b>	<b>17.26</b>	<b>21.42</b>	<b>2.75</b>	<b>0.47</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: 7D Food Service Workers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.16	43.21	21.35	18.26	2.74	0.20	<b>98.15</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	100.00	0.00	0.00	0.00	<b>1.85</b>						
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>								<b>64.82</b>	<b>44.26</b>	<b>22.80</b>	<b>17.92</b>	<b>2.69</b>	<b>0.20</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 7E Personal Service Workers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.09	41.41	26.69	9.48	3.96	0.48	<b>100.00</b>	50.09	41.41	26.69	9.48	3.96	0.48
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>50.09</b>	<b>41.41</b>	<b>26.69</b>	<b>9.48</b>	<b>3.96</b>	<b>0.48</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: 7Z Other Service/Maintenance**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.78	60.07	21.69	33.73	2.39	0.29	<b>93.79</b>	16.67	56.34	20.34	31.63	2.25	0.27
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	10.00	82.50	52.50	30.00	0.00	0.00	<b>6.21</b>	0.62	5.12	3.26	1.86	0.00	0.00
	Source of Data: Feeder Job Titles												
<b>100.00</b>													
<b>Job Group Final Availabilities (%)</b>							<b>17.29</b>	<b>61.46</b>	<b>23.60</b>	<b>33.50</b>	<b>2.25</b>	<b>0.27</b>	

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: AA Accounting/Finance Managers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	52.59	26.47	11.27	5.50	8.91	0.13	<b>100.00</b>	52.59	26.47	11.27	5.50	8.91	0.13
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>52.59</b>	<b>26.47</b>	<b>11.27</b>	<b>5.50</b>	<b>8.91</b>	<b>0.13</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: AB Human Resources Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	57.25	30.46	16.19	9.66	3.94	0.22	<b>100.00</b>	57.25	30.46	16.19	9.66	3.94	0.22
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>57.25</b>	<b>30.46</b>	<b>16.19</b>	<b>9.66</b>	<b>3.94</b>	<b>0.22</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

## Job Group: AC Building/Housing Managers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.23	20.77	9.17	5.93	4.71	0.23	<b>92.47</b>						
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.00	76.00	54.00	17.00	5.00	0.00	<b>7.53</b>						
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>39.68</b>	<b>24.93</b>	<b>12.54</b>	<b>6.76</b>	<b>4.73</b>	<b>0.21</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: AE Health Managers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.49	28.37	17.20	6.07	4.39	0.09	<b>92.86</b>	66.38	26.35	15.97	5.63	4.07	0.08
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	0.00	0.00	0.00	0.00	0.00	<b>7.14</b>	7.14	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>73.52</b>	<b>26.35</b>	<b>15.97</b>	<b>5.63</b>	<b>4.07</b>	<b>0.08</b>

# Availability Analysis

UIC Support Staff  
10/21/2008

**Job Group: AZ Other Managers**

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amlnd		Female	Total Min	Black	Hisp	Asian	Amlnd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.37	20.30	9.24	5.80	4.34	0.23	<b>92.31</b>	38.19	18.74	8.53	5.36	4.00	0.21
	Source of Data: Census 2000 Special EEO File Chicago, IL PMSA												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	66.67	100.00	33.33	33.33	33.33	0.00	<b>7.69</b>	5.13	7.69	2.56	2.56	2.56	0.00
	Source of Data: Feeder Job Titles												
							<b>100.00</b>						
<b>Job Group Final Availabilities (%)</b>								<b>43.31</b>	<b>26.43</b>	<b>11.09</b>	<b>7.92</b>	<b>6.57</b>	<b>0.21</b>