

# Factor Availabilities

UIC Support Staff  
10/21/2008

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	Amlnd (%)
<b>Factor 1 - Requisite Skills in Reasonable Recruiting Area</b>						
3A Accountg/Finance Professionals <i>Labor Area: Chicago, IL PMSA</i>	55.14	28.08	14.37	5.82	7.22	0.29
3B Engineers <i>Labor Area: Chicago, IL PMSA</i>	11.78	28.48	7.32	6.08	13.90	0.25
3C Human Resources Professionals <i>Labor Area: Chicago, IL PMSA</i>	59.44	29.67	16.01	9.33	3.66	0.24
3D Systems/Network Professionals <i>Labor Area: Chicago, IL PMSA</i>	34.32	27.85	11.41	6.15	9.35	0.26
3E Commun/Creative Arts Profess <i>Labor Area: Chicago, IL PMSA</i>	29.45	17.37	9.13	3.61	4.25	0.03
3F College Program Professionals <i>Labor Area: Chicago, IL PMSA</i>	60.58	37.35	23.82	8.15	3.94	0.59
3G Medical/Lab Professionals <i>Labor Area: Chicago, IL PMSA</i>	72.40	39.38	14.03	4.69	19.12	0.19
3H Nurses <i>Labor Area: Chicago, IL PMSA</i>	93.88	39.31	18.98	3.83	15.04	0.26
3J Medical Health Professionals <i>Labor Area: Chicago, IL PMSA</i>	75.52	37.41	19.04	5.41	11.99	0.14
3K Medical Therapists <i>Labor Area: Chicago, IL PMSA</i>	80.77	33.20	16.31	5.32	10.75	0.45
3Z Other CS Service Professionals <i>Labor Area: Chicago, IL PMSA</i>	64.87	25.52	14.06	6.37	4.17	0.25
4A Systems/Network Technicians <i>Labor Area: Chicago, IL PMSA</i>	26.32	25.71	8.50	5.59	10.28	0.60
4B Engineering/Science Technician <i>Labor Area: Chicago, IL PMSA</i>	18.92	36.18	12.11	11.31	11.76	0.25
4C Food Service Coordinators <i>Labor Area: Chicago, IL PMSA</i>	40.51	36.20	10.03	14.31	9.78	0.27
4E Health Technicians <i>Labor Area: Chicago, IL PMSA</i>	73.20	41.37	18.69	9.26	12.12	0.30
4F Health Service, Other <i>Labor Area: Chicago, IL PMSA</i>	79.63	44.67	25.28	5.27	12.43	0.20
4G Protective Service Workers <i>Labor Area: Chicago, IL PMSA</i>	19.57	41.78	29.26	9.54	1.76	0.41
4Z Other Technicians/Paraprofess <i>Labor Area: Chicago, IL PMSA</i>	65.12	35.75	19.85	10.42	4.40	0.25

# Factor Availabilities

UIC Support Staff  
10/21/2008

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	Amlnd (%)
5A Accounting/Finance Clericals <i>Labor Area: Chicago, IL PMSA</i>	87.38	29.73	15.59	9.20	3.88	0.25
5B Office Support Clericals <i>Labor Area: Chicago, IL PMSA</i>	64.30	35.78	19.59	10.84	4.32	0.25
5C Office Machine Operators <i>Labor Area: Chicago, IL PMSA</i>	69.42	43.76	24.20	11.18	7.54	0.41
5D Storekeepers/Dispatchers <i>Labor Area: Chicago, IL PMSA</i>	77.43	37.95	21.38	10.83	4.59	0.32
5Z Other Clericals <i>Labor Area: Chicago, IL PMSA</i>	73.43	38.56	20.57	11.09	5.50	0.30
6A Auto Mechanics/Body Repair <i>Labor Area: Chicago, IL PMSA</i>	1.70	39.55	11.84	23.82	2.57	0.35
6B Mechanics/Repair not Auto <i>Labor Area: Chicago, IL PMSA</i>	60.87	70.07	11.44	42.93	14.91	0.14
6C Machinists <i>Labor Area: Chicago, IL PMSA</i>	6.29	33.51	10.38	16.10	5.10	0.42
6D Carpenters <i>Labor Area: Chicago, IL PMSA</i>	1.52	23.83	5.91	15.25	0.78	0.49
6E Construction Crafts <i>Labor Area: Chicago, IL PMSA</i>	2.18	24.97	8.12	14.60	0.71	0.47
6F Electricians <i>Labor Area: Chicago, IL PMSA</i>	3.47	21.43	9.17	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>	14.42	59.42	10.86	46.43	1.77	0.00
6J Plant & Systems Operators <i>Labor Area: Chicago, IL PMSA</i>	10.04	39.55	25.61	10.86	3.07	0.00
6Z Other Craftsmen <i>Labor Area: Chicago, IL PMSA</i>	8.57	35.47	12.40	19.91	2.27	0.33
7A Vehicle Operators <i>Labor Area: Chicago, IL PMSA</i>	8.98	39.61	21.05	15.24	1.58	0.50
7C Cleaning Service Workers <i>Labor Area: Chicago, IL PMSA</i>	44.63	42.63	17.00	21.41	2.75	0.47
7D Food Service Workers <i>Labor Area: Chicago, IL PMSA</i>	64.16	43.21	21.35	18.26	2.74	0.20
7E Personal Service Workers <i>Labor Area: Chicago, IL PMSA</i>	50.09	41.41	26.69	9.48	3.96	0.48

# Factor Availabilities

UIC Support Staff  
10/21/2008

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	AmInd (%)
7Z Other Service/Maintenance <i>Labor Area: Chicago, IL PMSA</i>	17.78	60.07	21.69	33.73	2.39	0.29
AA Accounting/Finance Managers <i>Labor Area: Chicago, IL PMSA</i>	52.59	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>	36.23	20.77	9.17	5.93	4.71	0.23
AE Health Managers <i>Labor Area: Chicago, IL PMSA</i>	71.49	28.37	17.20	6.07	4.39	0.09
AZ Other Managers <i>Labor Area: Chicago, IL PMSA</i>	41.37	20.30	9.24	5.80	4.34	0.23

# Factor Availabilities

UIC Support Staff  
10/21/2008

Job Group	Female (%)	Minority (%)	Black (%)	Hispanic (%)	Asian (%)	AmInd (%)
<b>Factor 2 - Promotable, Transferable, and Trainable within Organization</b>						
3A Accountg/Finance Professionals	92.86	77.14	52.86	18.57	5.71	0.00
3B Engineers	-	-	-	-	-	-
3C Human Resources Professionals	100.00	60.00	30.00	30.00	0.00	0.00
3D Systems/Network Professionals	46.67	73.33	53.33	13.33	6.67	0.00
3E Commun/Creative Arts Profess	84.62	65.38	38.46	26.92	0.00	0.00
3F College Program Professionals	75.00	75.00	65.00	10.00	0.00	0.00
3G Medical/Lab Professionals	66.67	57.78	26.67	11.11	20.00	0.00
3H Nurses	90.33	72.29	16.27	9.91	45.75	0.35
3J Medical Health Professionals	92.00	52.00	16.00	36.00	0.00	0.00
3K Medical Therapists	100.00	0.00	0.00	0.00	0.00	0.00
3Z Other CS Service Professionals	92.86	85.71	64.29	19.05	2.38	0.00
4A Systems/Network Technicians	-	-	-	-	-	-
4B Engineering/Science Technician	92.31	84.62	46.15	38.46	0.00	0.00
4C Food Service Coordinators	-	-	-	-	-	-
4E Health Technicians	75.17	83.45	47.59	23.45	11.72	0.69
4F Health Service, Other	70.00	90.00	40.00	40.00	10.00	0.00
4G Protective Service Workers	24.14	65.52	34.48	22.99	8.05	0.00
4Z Other Technicians/Paraprofess	89.83	92.91	56.26	34.52	1.65	0.47
5A Accounting/Finance Clericals	76.92	84.62	53.85	25.64	5.13	0.00
5B Office Support Clericals	100.00	46.15	7.69	30.77	0.00	7.69
5C Office Machine Operators	-	-	-	-	-	-
5D Storekeepers/Dispatchers	35.14	78.38	70.27	8.11	0.00	0.00
5Z Other Clericals	93.88	67.35	32.65	26.53	8.16	0.00
6A Auto Mechanics/Body Repair	-	-	-	-	-	-
6B Mechanics/Repair not Auto	0.00	40.00	20.00	20.00	0.00	0.00
6C Machinists	0.00	0.00	0.00	0.00	0.00	0.00
6D Carpenters	-	-	-	-	-	-
6E Construction Crafts	-	-	-	-	-	-
6F Electricians	-	-	-	-	-	-
6G Print Trades Crafts	-	-	-	-	-	-
6H Painters	-	-	-	-	-	-
6J Plant & Systems Operators	1.89	17.92	13.21	1.89	2.83	0.00
6Z Other Craftsmen	-	-	-	-	-	-
7A Vehicle Operators	-	-	-	-	-	-
7C Cleaning Service Workers	35.56	97.78	71.11	24.44	2.22	0.00

# Factor Availabilities

UIC Support Staff  
10/21/2008

Job Group	Female (%)	Minority (%)	Black (%)	Hisp (%)	Asian (%)	Amlnd (%)
7D Food Service Workers	100.00	100.00	100.00	0.00	0.00	0.00
7E Personal Service Workers	-	-	-	-	-	-
7Z Other Service/Maintenance	10.00	82.50	52.50	30.00	0.00	0.00
AA Accounting/Finance Managers	-	-	-	-	-	-
AB Human Resources Managers	-	-	-	-	-	-
AC Building/Housing Managers	82.00	76.00	54.00	17.00	5.00	0.00
AE Health Managers	100.00	0.00	0.00	0.00	0.00	0.00
AZ Other Managers	66.67	100.00	33.33	33.33	33.33	0.00