

With Liberty Civil War to Civil Rights... Still Marching and Justice for All

"There is no easy walk to freedom anywhere, and many of us will have to pass through the valley of the shadow of death again and again before we reach the mountaintop of our desires."

-Nelson Mandela, 1953

"Effective participation by members of all racial and ethnic groups in the civil life of our nation is essential if the dream of one nation, indivisible, is to be realized."

-Justice Sandra Day O'Connor, 2003

"Imagine all the people living life in peace. You may say I'm a dreamer, but I'm not the only one. I hope someday you'll join us, and the world will be as one."

-John Lennon, 1971

"All too will bear in mind this sacred principle, that though the will of the majority is in all cases to prevail, that will, to be rightful, must be reasonable, that the minority possess their equal rights, which equal laws must protect, and to violate would be oppression."

-Thomas Jefferson, 1801

"Every civil right has for its foundation some natural right pre-existing in the individual, but to the enjoyment of which his individual power is not, in all cases, sufficiently competent. Of this kind are all those which relate to security and protection."

-Thomas Paine, 1791

Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." "Let justice roll down like waters and righteousness like a mighty stream."

-Martin Luther King, Jr., 1963

"Until justice is blind to color, until education is unaware of race, until opportunity is unconcerned with the color of men's skins, emancipation will be a proclamation but not a fact."

-Lyndon B. Johnson, 1963

Four score and seven years ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal."

-Abraham Lincoln, 1863

"We lose ourselves when we compromise the very ideals that we fight to defend. And we honor those ideals by upholding them not when it's easy, but when it is hard."

-Barack Obama, 2009

Preservation of one's own culture does not require contempt or disrespect for other cultures.

-Cesar Chavez, (unknown)

We hold these truths to be self evident: that all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty, and the pursuit of happiness."

-Framers of Emancipation Proclamation, 1863

AFFIRMATIVE ACTION PLAN 2014

With Liberty Civil War to Civil Rights... Still Marching and Justice for All

Abraham Lincoln at a very early age made one of his first public declarations against slavery while serving in the Illinois General Assembly. At the beginning of the Civil War (1861–65), when thousands of soldiers (both colored and white), marched into battle across the states, President Lincoln knew that he would get no support from the North or the South on an abolitionist platform – and thus carefully framed the conflict as concerning the preservation of the Union.

Still marching...

As an Executive Order issued in 1863, the Emancipation Proclamation, a portion which reads, “That on the first day of January, in the year of our Lord one thousand eight hundred and sixty-three, all persons held as slaves within any State or designated part of a State, the people whereof shall then be in rebellion against the United States, shall be then, thenceforward, and forever free...”, while an important document changing the focus of the war and embracing human freedoms, it did not free a single slave.

Still marching...

On August 28, 1963 in Washington, DC, more than 250,000 people both black and white peacefully marched for jobs and freedom against political and social injustices African Americans continued to face in this country. The march culminating in Martin Luther King Jr.’s “I Have A Dream” speech became a critical moment in the fight for civil rights.

Still marching...

The year 2013 marked the 150th Anniversary of the Emancipation Proclamation and the 50th Anniversary of the March on Washington. Consistent with the tenets of the Emancipation Proclamation and the progress made in civil rights, it continues to be the policy of the Department of Transportation that there shall be no discrimination in employment based on race, religion, sex, national origin, age, ancestry, marital status, military status, sexual orientation, citizenship status, order of protection status, unfavorable discharge from the military status, or by reason of a disability.

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” President Barack Obama.

Still marching...



State of Illinois
Illinois Department of Transportation

**AFFIRMATIVE ACTION PLAN
2014**

Prepared and Published by

Office of Chief Counsel
Bureau of Civil Rights
Illinois Department of Transportation

Springfield, Illinois
September 1, 2013

DOCUMENT CONTROL

The Affirmative Action Plan is reviewed during use for adequacy and updated by the Bureau of Civil Rights on an annual basis.

Archived versions of this manual are available to examine in the Policy & Research Center, Room 320 of the Hanley Building.

Electronic

Portable Document Format (PDF) has been selected as the primary distribution format, and the official version of the manual is available on the Policy & Research Center Library site on InsideIDOT.

Hard Copy

This manual is distributed in hard copy format on a limited basis. Employees who choose to print a copy of the manual are responsible for ensuring use of the most current version.

CONTENTS

EXECUTIVE SUMMARY	1
SECTION ONE: COMPLIANCE REQUIREMENTS	
A. Equal Employment Opportunity/Affirmative Action Program Certification	2
B. Secretary’s Policy Statement	3
C. Agency Profile.....	4
D. Responsibility for Implementation	8
E. Agency EEO Network Organizational Charts	12
F. Civil Rights Organizational Chart	13
G. Methods of Disseminating the Agency’s Affirmative Action Plan	14
SECTION TWO: WORKFORCE AVAILABILITY ANALYSIS	
A. Internal Workforce Analysis	16
B. Availability Analysis Narrative	25
C. Statewide Availability Statistics	27
SECTION THREE: AGENCY GOALS	
A. Programmatic Goals – Narrative and Problem Areas.....	198
Protected Class Employment.....	199
Highway Maintainer Positions.....	201
Suspension of African American or Black Males.....	203
Disparate Treatment.....	205
Student Internship Program.....	206
Workforce Diversity.....	208
Job Development and Training for Persons with Disabilities	209
B. Numerical Goals – Narrative and Problem Areas.....	211
Women Employment	212
African American or Black Employment.....	214
Hispanic or Latino Employment	216
Asian American Employment.....	218
American Indian and Alaska Native Employment.....	220
SECTION FOUR: COMPLAINT PROCESS	
A. Employment Discrimination Complaint Process.....	221
B. Employment Discrimination Complaint Form	227

SECTION FIVE: DISABILITY PROGRAM

A. Statement of Reasonable Accommodation 230

B. Affirmative Action for Employing Persons with Disabilities 231

C. Labor Force Analysis for People with Disabilities 232

D. Reasonable Accommodation – Terms and Responsibilities 233

E. Physical Access Audit..... 236

F. Procedure Barrier Narrative 237

G. Procedures for a Reasonable Accommodation Request 243

H. Accommodation Request Form..... 245

I. Accommodation Request Form for Applicants 246

J. ADA Complaint Form 248

SECTION SIX: LAWS

A. Applicable EEO Laws 250

SECTION SEVEN: REPORTING AND RECORD KEEPING

A. Narrative 254

B. Hiring Monitor 255

C. Promotion Monitor 256

D. Interview Rating Sheet Narrative 257

E. Candidate Evaluation Form 261

F. Exit Interview Cover Letter 263

G. Exit Interview Form 264

APPENDIX

A. Affirmative Action Plan Definitions 266

B. Position Titles by EEOC Category 268

C. SOI-Disability Hiring Survey..... 269

D. Counties by IDHR Regions 270

E. Illinois Department of Human Rights State Regional Map 271

F. Illinois Department of Transportation Highway District Map 272

EXECUTIVE SUMMARY

The Illinois Department of Transportation (IDOT) is required to submit an annual Affirmative Action Plan to the Illinois Department of Human Rights (IDHR).

The IDHR guidelines instruct the department to utilize specific data calculation methods to determine the underutilization of women, African Americans or Blacks, Hispanics or Latinos, Asian Americans, American Indian and Alaska Natives, Native Hawaiians and Other Pacific Islanders within IDOT's nine districts including the Central Office.

IDOT's numerical goals where applicable, were developed by calculating the underutilization of women, African Americans or Blacks, Hispanics or Latinos, Asian Americans, American Indian and Alaska Natives, Native Hawaiians and Other Pacific Islanders.

IDOT used workforce data current as of June 30, 2013. Based on that data, IDOT had a total underutilization of one thousand one hundred sixty-two (1,162) protected class groups.

The total underutilization by protected class groups was broken down as follows:

- 918 Women
- 48 African Americans or Blacks
- 157 Hispanic or Latinos
- 38 Asian Americans
- 1 American Indian and Alaska Natives.

The IDHR's state regional map has eleven (11) regions; however, IDOT has nine (9) districts. For purposes of the 2014 Affirmative Action Plan, IDOT incorporated counties located in IDHR's Regions 4 and 8 into other IDOT districts.

IDHR utilizes eight (8) Equal Employment Opportunity (EEO) categories which include:

- Officials/Administrators
- Professionals
- Technicians
- Protective Service
- Paraprofessionals
- Office/Clerical
- Skill Craft
- Service – Maintenance

IDOT calculated seven (7) of the eight (8) EEO categories pursuant to instructions provided by IDHR; however, IDOT excluded the Protective Service category because IDOT does not employ individuals in that classification.

IDOT will demonstrate a good-faith effort to decrease underutilization. This will be accomplished by remaining cognizant of the need to employ qualified minorities and women within EEO categories if they are underutilized. IDOT will also implement recruitment strategies to help meet the goals outlined in this Plan.

SECTION ONE

Compliance Requirements



Illinois Department of Transportation

Office of the Secretary
2300 South Dirksen Parkway / Springfield, Illinois / 62764
Telephone 217/782-5597

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM CERTIFICATION

AGENCY ILLINOIS DEPARTMENT OF TRANSPORTATION

ADDRESS 2300 Dirksen Parkway, Springfield, Illinois 62764

TELEPHONE NUMBER (217) 782-2762

CHIEF EXECUTIVE OFFICER Ann L. Schneider, Secretary

EEO/AA OFFICER Karen Ward, Esq.

This is to certify that the attached document represents the Equal Employment Opportunity (EEO)/Affirmative Action (AA) Program of this agency.

Ann L. Schneider 10/3/13
Signature Chief Executive Officer Date

Karen Ward 10/2/13
Signature EEO/AA Officer Date



Illinois Department of Transportation

Office of the Secretary
2300 South Dirksen Parkway / Springfield, Illinois / 62764
Telephone 217/782-5597

SECRETARY'S POLICY STATEMENT

This policy statement is designed to express the Illinois Department of Transportation's (IDOT) intention and commitment to comply with the legal and moral requirements of federal and state civil rights laws and executive orders. IDOT is committed to equal employment opportunity and affirmative action to fulfill these requirements.

IDOT will recruit, hire, maintain and promote qualified persons in all available positions, and will not unlawfully discriminate against applicants or employees based on race, color, religion, national origin, ancestry, age, sex, marital status, disability, military status, sexual orientation, citizenship status, order of protection status or unfavorable discharge from military service.

IDOT is committed to and reaffirms its support of equal opportunity in employment and non-discrimination in its personnel policies, practices and procedures. IDOT is also committed to a policy of affirmative action, diversity and equal employment opportunities for underrepresented groups.

The Bureau Chief of Civil Rights has been assigned the responsibility to guide IDOT's efforts toward carrying out the mandates of this policy and to report the progress or the lack thereof to the Office of Chief Counsel and the Secretary of IDOT.

This departmental policy extends to all activities, programs and services which are conducted statewide by other agencies, institutions, organizations or political subdivisions where service and/or financial assistance are made available by IDOT through contracts or other arrangements using federal or state funds.

A handwritten signature in blue ink that reads "Ann L. Schneider".

Ann L. Schneider
Secretary

AGENCY PROFILE

A. History

The Illinois Department of Transportation (IDOT) was created by the Illinois General Assembly on January 1, 1972. IDOT replaced the Department of Public Works and Buildings, which was created in 1917. Before that, transportation services were handled by the State Highway Commission, which was created in 1905. Today, IDOT is a multi-modal transportation agency with various levels of responsibility for highways and bridges, public transit, aeronautics, rail freight and passenger transportation and traffic safety.

The cornerstone of the state's transportation network is comprised of more than 16,000 miles of state-administered highways which include 2,182 interstate miles. IDOT also oversees the second largest air transportation system in the nation with 424 airports (to include heliports) serving the general public which includes Chicago O'Hare International Airport, one of the world's busiest airports.

The 7,400 miles of railroad track make the rail system the nation's second largest. Two of the country's busiest rail-freight terminals are in Chicago and the East St. Louis region. One of Amtrak's national rail-passenger service hubs is in Chicago with trains on ten regional and transcontinental routes providing service every weekday to cities in Illinois and destinations beyond. The state supports supplemental service in four intercity corridors between Chicago and St. Louis, Carbondale, Quincy and Milwaukee. The public transit system in the Chicago metro area is one of the nation's largest, carrying approximately 600-million passengers each year on buses, commuter rail and rapid transit. More than 40 additional downstate transit systems provide services to metropolitan, small urban, rural areas and downstate passengers.

Illinois has more than 2,000 miles of on and off-road bikeways for its four million bicyclists, with nearly 1,000 miles in northeastern Illinois. More than 89,000 miles of the 140,000 miles of Illinois highways, streets, and roads also are suitable for bicycling. In many areas of the state, these networks provide access to public transportation. Illinois has 91 trails consisting of nearly 1,200 miles for use by bicyclists and/or pedestrians.

Illinois is uniquely situated to be a leader in transportation because of its geographical location, industrial and agricultural base, and urban concentration. Illinois lies at the heart of the nation's interstate highway system. Three coast-to-coast interstates (I-70, I-80, I-90) pass through the state. Major east/west and north/south routes provide direct highway access to every point in the country.

Illinois' multi-modal and balanced transportation system provides an infrastructure that is basic to a healthy economy and society. Extensive transportation investments over the years continue to make significant contributions to the social and economic future of the state and nation.

B. Objectives

The major objective of the department is to ensure that all the transportation systems in Illinois are developed and maintained to provide for the safe and efficient movement of people and

products. In addition, the department is charged with allocating public resources and setting policy that will lead to a balanced and coordinated transportation system.

The department accomplishes these objectives by carrying out its responsibility for statewide transportation planning; the allocation of resources and funds; development, construction, operation and maintenance of transportation facilities; and administration of grants and programs to local units of government.

C. Organization

Under the umbrella of IDOT are the following Offices/Divisions: Office of the Secretary, Office of Business and Workforce Diversity, Office of Chief Counsel, Office of Finance and Administration, Office of Communications, Office of Internal Audit, Office of Legislative Affairs, Office of Planning and Programming, Office of Quality Compliance and Review, Division of Aeronautics, Division of Highways, Division of Public and Intermodal Transportation and Division of Traffic Safety.

1. **Office of the Secretary** guides all IDOT's activities including personnel administration and the development and implementation of transportation policies, programs and activities. The Secretary carries out that accountability by delegating the appropriate authority and responsibility to the directors of the various divisions and offices.
2. **Office of Business and Workforce Diversity (OBWD)** administers IDOT's Disadvantaged Business Enterprise (DBE) program in accordance with regulations from the U.S. Department of Transportation (DOT). OBWD ensures that DBEs have an equal opportunity to receive and participate in DOT-assisted contracts. In addition, OBWD ensures nondiscrimination in the award and administration of DOT-assisted contracts, and is committed to creating a level playing field on which DBEs can compete fairly for DOT-assisted contracts.
3. **Office of Chief Counsel (OCC)** provides legal counsel to the department on both policy issues and proposed actions affecting any of its operating divisions or staff offices. OCC is also responsible for the prosecution of all departmental litigation in cooperation with the Attorney General. OCC administers tort liability claims, property damage claims and uncollectible receivables. It also processes lien and bond claims against contractors. In addition, OCC coordinates the purchase and service of all insurance policies and administers the department's self-insurance program.
 - a. **The Bureau of Civil Rights (BCR)** provides for the development and implementation of the department's Equal Employment Opportunity and Affirmative Action programs in compliance with federal and/or state law. BCR also provides counseling and informational services to applicants and employees. Further, BCR investigates allegations of discrimination in employment and services, and assists the OCC and the Illinois Attorney General's Office in preparing departmental responses to allegations of discrimination.
4. **Office of Finance and Administration (F&A)** provides timely, high quality services such as centralized business functions, management of the agency's budget and personnel systems and fiscal management to the divisions and

offices of IDOT in support of their efforts to achieve the department's overall mission. F&A also ensures compliance with state law and departmental policies.

5. **Office of Communications (OOC)** provides the traveling public with accurate real-time information on transportation projects that affect the areas in which they live and conduct business. OOC has a primary goal of ensuring that IDOT policies, actions, and goals are consistently communicated, supported and enhanced throughout the department and the state of Illinois.
6. **Office of Internal Audit (OIA)** provides independent internal audit services to IDOT as required by the Fiscal Control and Internal Auditing Act (FCIAA). FCIAA is responsible for conducting system development reviews of various information technology projects. The office also tracks management's implementation of its corrective action plans in response to weaknesses noted during internal audits to ensure that appropriate action is taken in a timely manner.
7. **Office of Legislative Affairs (OLA)** guarantees that IDOT policies, actions and goals are consistently communicated, supported and enhanced through interaction with legislative contacts, state and local officials and private organizations to guarantee that Illinois constituents' needs are serviced well.
8. **Office of Planning and Programming (OP&P)** develops plans and programs aimed at improving the state's transportation system. OP&P works with metropolitan planning organizations to develop plans and programs for urban transportation, monitors the physical condition of the transportation system, assesses the need for improvement and evaluates proposals for major investments in the system. OP&P, cooperatively with the Division of Public and Intermodal Transportation, administers the state rail-passenger and freight-assistance programs and develops federal policy and legislative agenda.
9. **Office of Quality Compliance and Review (OQCR)** conducts independent tests and provides assurance to the Secretary of Transportation as to the level of fiscal integrity, construction contract compliance and to ensure professional, confidential and cooperative investigations with law enforcement agencies.
10. **Division of Aeronautics (DOA)** coordinates and implements programs concerning air safety, airport planning and construction. In addition, DOA sponsors air safety education programs and conducts airport inspections.
11. **Division of Highways (DOH)** develops, maintains and operates the state highway system in a timely, efficient and economical manner. The central bureaus of the DOH develop policies, procedures, standards and guidelines to accomplish the department's highway system improvement objectives. The central bureaus monitor district programs to ensure statewide uniformity of policy interpretation and compliance and to ensure program coordination with federal, state and local agencies.
12. **Division of Public and Intermodal Transportation (DPIT)** provides technical assistance and administers state and federal funding to public transit systems throughout the state, including the three bus and rail transit systems under the Regional Transportation Authority in northeastern Illinois. The funding administered by the department provides both capital and operating grants. In addition, DPIT assists non-profit agencies throughout the state in purchasing

special transit vehicles and equipment to serve the elderly and individuals with disabilities.

13. **Division of Traffic Safety (DTS)** provides motorists, cyclists and pedestrians with the safest possible highway environment by concentrating available money in the most cost-efficient manner in an effort to reduce accidents, injuries and fatalities. DTS develops regulations in accident reporting, hazardous materials, vehicle inspection, safety, cycle rider training and federal highway safety grants.

RESPONSIBILITY FOR IMPLEMENTATION OF THE AGENCY'S AFFIRMATIVE ACTION POLICY AND PLAN

The ultimate responsibility of achieving equal employment opportunity for all Illinois Department of Transportation (IDOT) employees through affirmative programs rests with the Secretary of IDOT. This responsibility is dictated by law as well as principles of sound public administration.

The Office of Chief Counsel has been assigned the responsibility of monitoring the department's Civil Rights programs. The Bureau Chief of Civil Rights, Karen Ward, Esq. reports directly to the Secretary of Transportation. The Civil Rights staff reports to the Chief Counsel.

The Bureau of Civil Rights (BCR) is located on the third level of IDOT in Room 317, Harry R. Hanley Building, 2300 South Dirksen Parkway, Springfield, Illinois 62764. The telephone number for BCR is (217) 782-2762.

By statute, the BCR is assigned the responsibility of guiding the department's efforts toward implementing the mandates of state and federal laws and executive orders relative to Civil Rights. The duties of the BCR include but are not limited to those delineated in Section 2520.780 of the Illinois Administrative Code and the Rules and Regulations of the Illinois Department of Human Rights (IDHR).

A. IDOT's EEO Officer Responsibilities:

1. Develop the agency's Affirmative Action Plan, goals and objectives;
2. Identify and solve EEO problems;
3. Design and implement internal audits and reporting systems for measuring the effectiveness of IDOT's programs, indicate the need for remedial action and determine the degree to which IDOT's goals and objectives have been attained;
4. Serve as liaison between IDOT and EEO enforcement authorities;
5. Serve as liaison between IDOT, minorities, women and organizations serving individuals with disabilities;
6. Inform management of developments in the EEO field;
7. Confer with managers, supervisors and employees to ensure that IDOT's EEO policies are observed;
8. Assist in the evaluation of employees and job applicants so that minorities, women and disabled persons are given equal opportunity;
9. Advise managers and supervisors whether their employment practices comply with the Illinois Human Rights Act;
10. Report to IDHR all internal and external complaints of discrimination against IDOT;

11. Assist in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 of the IDHR Rules and Regulations;
12. Direct agency staff (at the direction of the Secretary) on how to take appropriate action to correct discriminatory practices identified;
13. Prepare quarterly reports with recommendations that address any underutilization identified within the department;
14. Work with Central Management Services, if the agency is in noncompliance as described in Section 2520.795, to develop programs to train staff in hiring and promotional practices and notify IDHR of such training; and
15. Provide counseling for any aggrieved employee or applicant (for employment) who believes that he or she has been discriminated against because of, including but not limited to, race, color, religion, sex, sexual orientation, national origin/ancestry, age, marital status, arrest record, military status, unfavorable discharge from military service, citizenship status and disability.

B. Other duties designated by the Rules and Regulations of IDHR in section 2520.770 include the following:

1. Quarterly Reports

The Bureau Chief of Civil Rights shall file with IDHR, after the end of each fiscal quarter, a report signed by the Secretary.

2. Annual Report

The Bureau Chief of Civil Rights must submit to IDHR, after each fiscal year, a yearly report accumulating data from the previous year.

3. Layoff Reports

If a state agency is planning layoffs, the agency shall prepare a report outlining any plans for the layoff of the incumbent employees. The report/layoff plan shall be prepared and submitted to the agency's Bureau Chief of Civil Rights and IDHR. The Bureau Chief of Civil Rights shall review the report/layoff plan to determine if it will have a disparate impact upon minorities, women or the disabled. The Bureau Chief of Civil Rights shall submit a written report to the Secretary and to IDHR.

4. Position Vacancies

Each state agency shall maintain a centralized record detailing all its current and anticipated job openings. It shall indicate for each such opening the job title, EEO job category, pay grade or merit compensation level and geographical location. This information shall be supplied to the agency's Bureau Chief of Civil Rights and to IDHR upon request.

5. Affirmative Action Plan

The Bureau Chief of Civil Rights is responsible for developing a written Affirmative Action Plan (AAP) conforming to the requirements designated by the Rules and Regulations of IDHR. The AAP must be reviewed and updated annually and submitted to IDHR for approval.

6. Reorganization Reports

Any state agency that proposes to reorganize its workforce in such a fashion as to significantly change lines of authority, wages, or job duties and descriptions on an agency-wide basis, or throughout any bureau, division or unit of the agency, shall prepare a reorganization plan and submit it to the agency's Bureau Chief of Civil Rights at least thirty (30) days prior to implementation. The Bureau Chief of Civil Rights shall review the plan to determine whether it will have a disparate impact upon minorities, women or the disabled and shall submit a report summarizing that analysis within fifteen (15) days after receipt of the plan to the Secretary and IDHR.

7. Hiring and Promotion Monitor

A hiring and promotion monitor shall be completed on all hires and promotions, indicating the EEO job category and classifications of the position and whether the category is currently underutilized in any of the affirmative action groups, which have designated numerical goals and timetables. Hiring and promotion monitors shall be maintained in a confidential file with the Bureau Chief of Civil Rights.

8. Exit Questionnaire

Each state agency shall provide an exit questionnaire to all employees at the time of their separation from employment with the agency, whether voluntary or involuntary. The questionnaire shall identify the employee by name and affirmative action group, job title and location, date of separation, and reason(s) for separation, and shall include space for the employee's comments. Completion of the questionnaire shall be optional by the employee. Completed questionnaires shall be forwarded to the Bureau Chief of Civil Rights.

C. Section 2-105(4) of the Illinois Human Rights Act dictates additional duties for agency EEO Officers, which include the following:

1. Advising the agency head with respect to the preparation of equal employment opportunity programs, procedures, regulations, reports and the agency's AAP;
2. Evaluating in writing each fiscal year the sufficiency of the total agency program for equal employment opportunity and reporting to the agency head with recommendations as to any improvement or correction in recruiting, hiring or promotion needed, including remedial or disciplinary action with respect to managerial or supervisory employees who have failed to cooperate fully or who are in violation of the program;

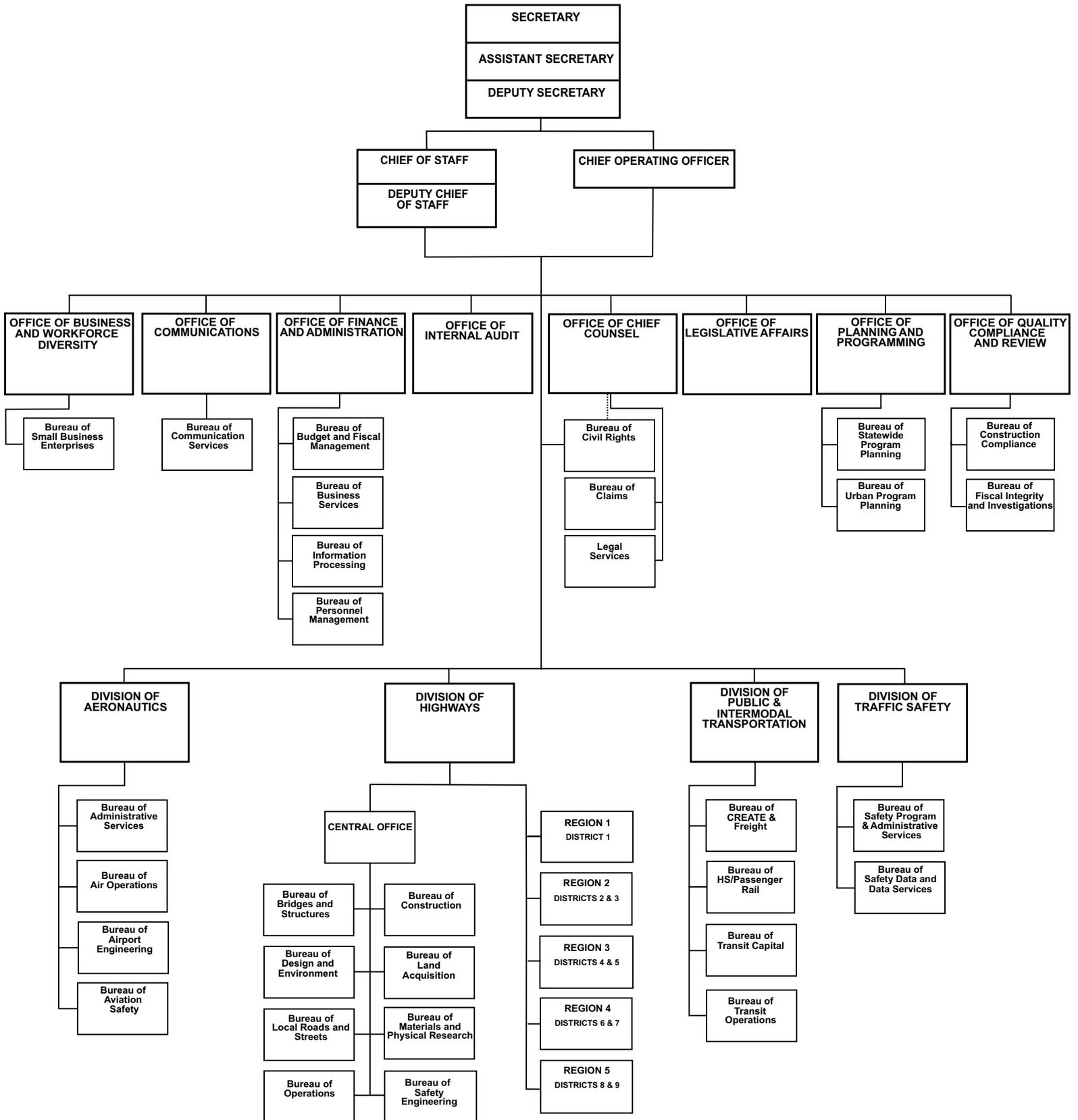
3. Making changes in recruitment, training and promotion programs and in hiring and promotion procedures designed to eliminate discriminatory practices when authorized;
4. Evaluating tests, employment policies, practices and qualifications and reporting to the agency head and to the department, any policies, practices and qualifications that have unequal impact by race or national origin, sex or disability or any other protected category;
5. Assisting in recruiting of people in underrepresented classifications. This function shall be performed in cooperation with the Illinois Department of Central Management Services; and
6. Making any aggrieved employee or applicant for employment aware of his or her remedies under this Act.

D. Bureau Chief of Personnel Management, under this plan, is responsible for the following activities in consultation with the Bureau Chief of Civil Rights:

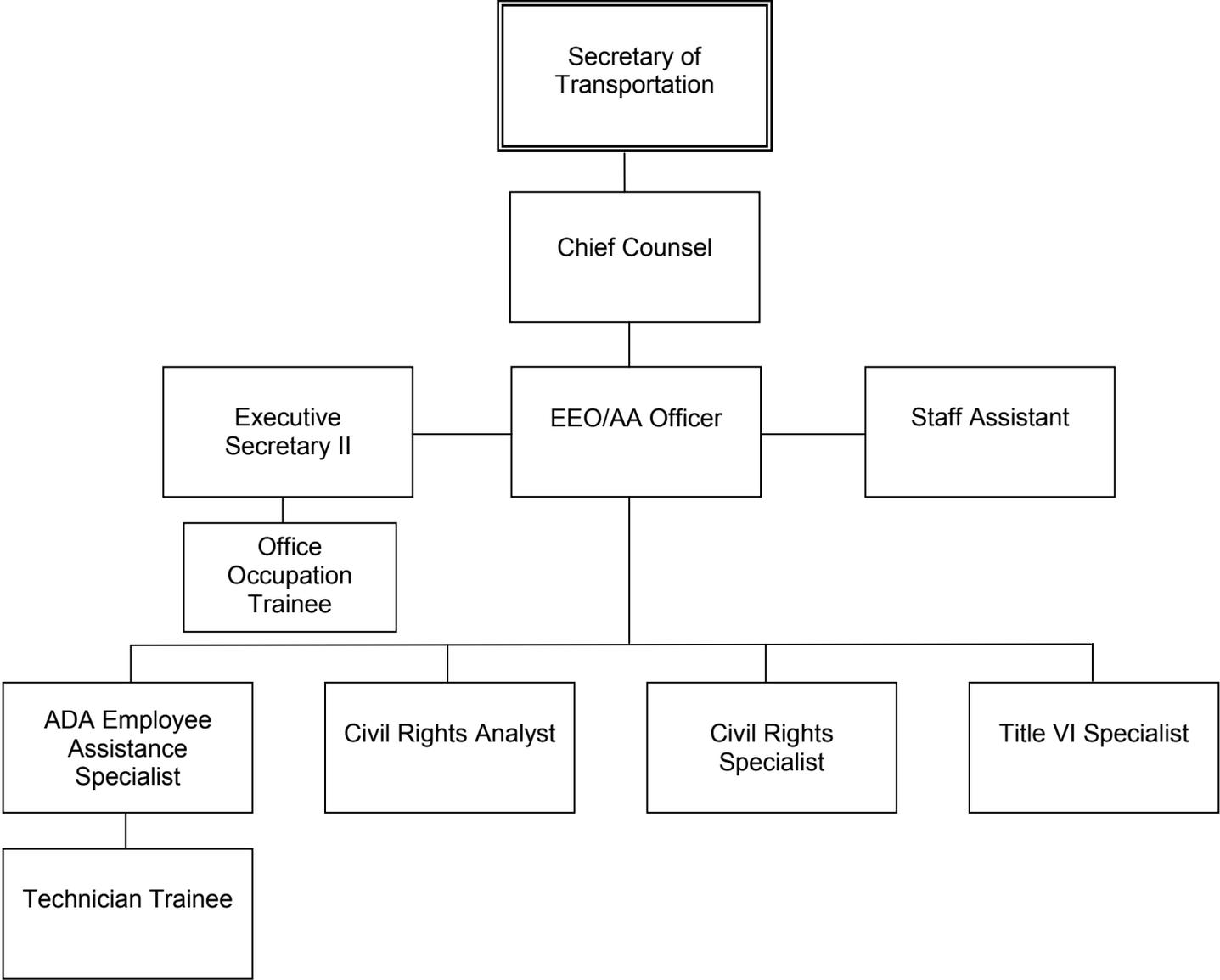
1. The development and maintenance of all personnel directives in a manner consistent with applicable laws, regulations and this plan.
2. The periodic review of the department's classification system or procedures, benefit packages, leave policies, training and career development programs, recruitment procedures and other employment practices to ensure that all such practices and procedures conform with current laws, regulations and this plan.



Illinois Department of Transportation



**Illinois Department of Transportation
Bureau of Civil Rights-Organizational Chart**



METHODS OF DISSEMINATING THE AGENCY'S AFFIRMATIVE ACTION POLICY AND PLAN

To ensure that all employees, applicants and other interested entities are aware of the Illinois Department of Transportation's (IDOT) Affirmative Action Policy and Plan, IDOT will utilize the following steps to disseminate this information internally and externally.

A. Internal Dissemination

1. Affirmative Action Policy

IDOT will do the following to ensure internal dissemination:

- a. State a policy of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the department's Personnel Policies and Procedures Manual;
- b. Post the Secretary's EEO/AA Policy Statement on bulletin boards each year throughout IDOT facilities after approval of the Affirmative Action Plan;
- c. Include the statement---"IDOT is an EEO/AA employer" and "IDOT has an EEO/AA policy"---in all employee orientation programs;
- d. Include a nondiscrimination clause in union agreements and all contracts awarded by IDOT;
- e. Include articles covering the benefits of EEO/AA programs, career promotions and other items of career interests in appropriate publications;
- f. Include non-minority, minority and disabled persons when featuring employees in product or consumer advertising, in employee handbooks or similar publications;
- g. Continue to apprise all employees about the department's existing EEO/AA programs and afford them the opportunity to benefit from such programs (*i.e.*, tuition reimbursement, training, etc.); and
- h. Disseminate EEO/AA related information to all EEO Representatives for posting and dissemination.

2. Affirmative Action Plan

IDOT will do the following to ensure internal dissemination:

- a. Make the Affirmative Action Plan available to all employees via the Policy and Research Library on the intranet;
- b. Place the Affirmative Action Plan in the department's library; and
- c. Allow, upon request, staff to review a copy of the Affirmative Action Plan by contacting the Bureau of Civil Rights.

B. External Dissemination

1. Affirmative Action Policy

IDOT will do the following to ensure external dissemination:

- a. Distribute the Secretary's Policy Statement and the department's policy regarding Affirmative Action to external recruitment sources used by the department upon request. These sources include colleges, universities and organizations specializing in the education and employment placement of minorities, women and disabled individuals;
- b. Feature non-minority, minority and disabled employees in department publications;
- c. Place an EEO clause in all recruitment packets and advertisements for employment; and
- d. Inform all contractors, sub-contractors, vendors and suppliers of the department's EEO/AA policy.

2. Affirmative Action Plan

IDOT will do the following to ensure external dissemination:

- a. Distribute to the Illinois State Library, the United States Department of Transportation, the Federal Highway Administration, the State of Illinois Legislature and the Illinois Department of Human Rights; and
- b. Make available to all recruitment sources.

SECTION TWO

Workforce Availability Analysis

WORKFORCE TRANSACTIONS BY EEO CATEGORY

Agency: IL Department of Transportation

Reporting Period: ANNUAL-Fiscal Year 2013

EEO Category: Official/Manager

EEO Category	MALES									FEMALES							PERCENTAGES									
	Grand					AI/ NH				Total					AI/ NH				M	F						
	Total	Total	W	B/AA	H/L	A	AN	OPI	D		Total	W	B/AA	H/L	A	AN	OPI	D			W	B/AA	H/L	A	AI/AN	NHOPI
New Hires	54	36	29	4	3	0	0	0		18	11	5	0	0	2	0		67%	33%	74%	17%	6%	0%	4%	0%	0%
Promotions	101	68	56	7	2	3	0	0		33	25	3	2	3	0	0		67%	33%	80%	10%	4%	6%	0%	0%	0%
Intra - Agency Transfers																										
Suspensions	25	23	11	7	3	2	0	0		2	1	1	0	0	0	0		92%	8%	48%	32%	12%	8%	0%	0%	0%
Resignations	37	27	24	0	1	2	0	0		10	7	1	0	0	2	0		73%	27%	84%	3%	3%	5%	5%	0%	0%
Discharges	4	4	3	0	0	1	0	0		0	0	0	0	0	0	0		100%	0%	75%	0%	0%	25%	0%	0%	0%
Layoff																										
Demotions																										
Reductions	2	1	1	0	0	0	0	0		1	1	0	0	0	0	0		50%	50%	100%	0%	0%	0%	0%	0%	0%
Reinstatements																										
Reemployment																										
Upward Allocations																										
Downward Allocations																										

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Professional

EEO Category	MALES									FEMALES							PERCENTAGES												
	Grand		W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH	OPI	D
	Total	Total																											
New Hires	98	62	38	13	1	10	0	0		36	19	9	5	3	0	0				63%	37%	58%	22%	6%	13%	0%	0%	0%	
Promotions	222	165	84	43	22	14	2	0		57	31	14	8	4	0	0				74%	26%	52%	26%	14%	8%	1%	0%	0%	
Intra - Agency Transfers																													
Suspensions	10	5	2	2	0	1	0	0		5	4	1	0	0	0	0				50%	50%	60%	30%	0%	10%	0%	0%	0%	
Resignations	96	62	42	10	4	6	0	0		34	21	7	4	2	0	0				65%	35%	66%	18%	8%	8%	0%	0%	0%	
Discharges	1	1	0	0	0	1	0	0		0	0	0	0	0	0	0				100%	0%	0%	0%	0%	100%	0%	0%	0%	
Layoff																													
Demotions																													
Reductions																													
Reinstatements	2	1	1	0	0	0	0	0		1	1	0	0	0	0	0				50%	50%	100%	0%	0%	0%	0%	0%	0%	
Reemployment																													
Upward Allocations																													
Downward Allocations																													

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Technician

EEO Category	MALES									FEMALES							PERCENTAGES												
	Grand		W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH	OPI	D
	Total	Total																											
New Hires	20	12	10	1	1	0	0	0		8	7	1	0	0	0	0				60%	40%	85%	10%	5%	0%	0%	0%	0%	0%
Promotions	52	34	19	14	1	0	0	0		18	10	7	0	1	0	0				65%	35%	56%	40%	2%	2%	0%	0%	0%	
Intra - Agency Transfers																													
Suspensions	5	4	1	2	0	0	1	0		1	0	1	0	0	0	0				80%	20%	20%	60%	0%	0%	20%	0%	0%	
Resignations	31	20	19	1	0	0	0	0		11	10	1	0	0	0	0				65%	35%	94%	6%	0%	0%	0%	0%	0%	
Discharges	2	2	1	0	0	0	1	0		0	0	0	0	0	0	0				100%	0%	50%	0%	0%	0%	50%	0%	0%	
Layoff																													
Demotions																													
Reductions																													
Reinstatements	1	1	1	0	0	0	0	0		0	0	0	0	0	0	0				100%	0%	100%	0%	0%	0%	0%	0%	0%	
Reemployment																													
Upward Allocations																													
Downward Allocations																													

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Protective Service

EEO Category	MALES									FEMALES							PERCENTAGES														
	Grand Total	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D			
New Hires																															
Promotions																															
Resignations										CURRENTLY EMPLOYED BY CMS																					
Discharges																															
Layoff																															
Demotions																															
Reductions																															
Reinstatements																															
Reemployment																															
Upward Allocations																															
Downward Allocations																															

W=White

B/AA=Black or African American

H/L=Hispanic or Latino

A=Asian

AI/AN=American Indian & Alaska Native

NHOPI=Native Hawaiian
or Other Pacific Islander

D=Disabled

EEO Category: Para Professional

EEO Category	MALES									FEMALES							PERCENTAGES									
	Grand Total	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
New Hires	34	19	4	12	2	1	0	0		15	10	4	0	1	0	0		56%	44%	41%	47%	6%	6%	0%	0%	0%
Promotions	6	0	0	0	0	0	0	0		6	5	1	0	0	0	0		0%	100%	83%	17%	17%	0%	0%	0%	0%
Intra - Agency Transfers																										
Suspensions	4	1	0	1	0	0	0	0		3	3	0	0	0	0	0		25%	75%	75%	25%	0%	0%	0%	0%	0%
Resignations	24	8	2	4	2	0	0	0		16	13	3	0	0	0	0		33%	67%	63%	29%	8%	0%	0%	0%	0%
Discharges	4	1	1	0	0	0	0	0		3	1	2	0	0	0	0		25%	75%	50%	50%	0%	0%	0%	0%	100%
Layoff																										
Demotions																										
Reductions																										
Reinstatements																										
Reemployment																										
Upward Allocations																										
Downward Allocations																										

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Office/Clerical

EEO Category	MALES									FEMALES							PERCENTAGES									
	Grand Total	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
New Hires	5	0	0	0	0	0	0	0		5	4	0	1	0	0	0		0%	100%	80%	0%	20%	0%	0%	0%	0%
Promotions																										
Intra - Agency Transfers																										
Suspensions	2	1	1	0	0	0	0	0		1	1	0	0	0	0	0		0%	0%	0%	0%	0%	0%	0%	0%	0%
Resignations	8	2	2	0	0	0	0	0		6	6	0	0	0	0	0		25%	75%	100%	0%	0%	0%	0%	0%	0%
Discharges	2	0	0	0	0	0	0	0		2	1	0	0	1	0	0		0%	0%	0%	0%	0%	0%	0%	0%	0%
Layoff																										
Demotions																										
Reductions																										
Reinstatements	1	0	0	0	0	0	0	0		1	1	0	0	0	0	0		0%	100%	0%	0%	0%	0%	0%	0%	0%
Reemployment																										
Upward Allocations																										
Downward Allocations																										

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Skilled Craft

EEO Category	MALES									FEMALES							PERCENTAGES													
	Grand		W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH	OPI	D	
	Total	Total																												
New Hires	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0				0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0				0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Intra - Agency Transfers																														
Suspensions	4	4	4	0	0	0	0	0		0	0	0	0	0	0	0				0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Resignations	9	9	8	1	0	0	0	0		0	0	0	0	0	0	0				100%	0%	89%	11%	0%	0%	0%	0%	0%	0%	0%
Discharges	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0				0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Layoff																														
Demotions																														
Reductions																														
Reinstatements																														
Reemployment																														
Upward Allocations																														
Downward Allocations																														

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Service Maintenance

EEO Category	MALES									FEMALES							PERCENTAGES												
	Grand		W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH	OPI	D
	Total	Total																											
New Hires	234	233	180	30	19	1	3	0		1	1	0	0	0	0	0	0		100%	0%	77.4%	12.8%	8%	0%	1%	0%	0%	0%	
Promotions	41	40	39	0	1	0	0	0		1	1	0	0	0	0	0	0		98%	2%	98%	0.0%	2%	0%	0%	0%	0%	0%	
Intra - Agency Transfers																													
Suspensions	108	108	76	26	6	0	0	0		0	0	0	0	0	0	0	0		100%	0%	70%	24%	6%	0%	0%	0%	0%	0%	
Resignations	200	200	176	19	4	0	1	0		0	0	0	0	0	0	0	0		100%	0%	88%	10%	2%	0%	1%	0%	0%	0%	
Discharges	10	10	7	3	0	0	0	0		0	0	0	0	0	0	0	0		100%	0%	70%	30%	0%	0%	0%	0%	0%	0%	
Layoff																													
Demotions																													
Reductions																													
Reinstatements	4	4	3	0	1	0	0	0		0	0	0	0	0	0	0	0		100%	0%	75%	0%	25%	0%	0%	0%	0%	0%	
Reemployment																													
Upward Allocations																													
Downward Allocations																													

W=White **B/AA=Black or African American** **H/L=Hispanic or Latino** **A=Asian** **AI/AN=American Indian & Alaska Native** **NHOPI=Native Hawaiian or Other Pacific Islander**
D=Disabled

EEO Category: Agency Total

EEO Category	MALES										FEMALES						PERCENTAGES												
	Grand		W	B/AA	H/L	A	AI/AN	NH	OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH	OPI	D
	Total	Total																											
New Hires	445	362	261	60	26	12	3	0	41	83	52	19	6	4	2	0	5	81%	19%	70%	18%	7%	4%	1%	0%	10%			
Promotions	422	307	198	64	26	17	2	0	2	115	72	25	10	8	0	0	0	73%	27%	64%	21%	9%	6%	0%	0%	0%			
Intra - Agency Transfers																													
Suspensions	158	146	95	38	9	3	1	0	1	12	9	3	0	0	0	0	0	92%	8%	66%	26%	6%	2%	1%	0%	1%			
Resignations	405	328	273	35	11	8	1	0	4	77	57	12	4	2	2	0	0	81%	19%	81%	12%	4%	2%	1%	0%	1%			
Discharges	24	18	12	3	0	2	1	0	0	6	2	2	1	1	0	0	0	75%	25%	58%	21%	4%	13%	4%	0%	0%			
Layoff																													
Demotions																													
Reductions																													
Reinstatements	10	5	4	0	1	0	0	0	0	5	5	0	0	0	0	0	0	50%	50%	90%	0%	10%	0%	0%	0%	0%			
Reemployment																													
Upward Allocations																													
Downward Allocations																													

W=White

B/AA=Black or African American

H/L=Hispanic or Latino

A=Asian

AI/AN=American Indian & Alaska Native

NHOPI=Native Hawaiian or Other Pacific Islander

D=Disabled

AVAILABILITY PERCENTAGES AND UNDERUTILIZATION

Introduction

The Illinois Department of Human Rights (IDHR) has developed a methodology for state entities to prepare written Affirmative Action Plans based upon each state entity performing an analysis of its workforce. The objective of this methodology is to provide a responsible way to compare the availability of minorities and females to the workforce of each state entity.

The availability analysis provides a numerical measure of utilization through an analysis of the internal workforce of each state entity and the availability of affirmative action groups in surrounding labor area(s). Comparison of the availability numbers and the actual number of minorities and women currently employed by the agency will indicate whether or not the agency is underutilized. The resulting number becomes the ultimate goal of the agency.

It is necessary for the Illinois Department of Transportation (IDOT) to determine the availability of minorities and females in each Equal Employment Opportunity (EEO) category for each IDOT region. The sum of the availability for each region will be its overall availability and ultimate goal.

Availability Percentage Worksheets

Computation of availability is based upon a two-factor weighted mathematical formula. Availability percentage worksheets (see appendices) must be prepared for each IDHR region, and each affirmative action group (Women, Black or African American, Hispanic or Latino, Asian, American Indian and Alaska Native, Native Hawaiian or Other Pacific Islander) and each EEO job category, when there are ten (10) or more total employees in that job category in the region in question.

The worksheet contains two factors used for calculating availability percentages. The statistics for factor one (1) is provided by IDHR for all agencies. Factor two (2) is provided by the agency:

- Factor 1 – Those having requisite skills in the region
- Factor 2 – Those promotable, trainable, and transferable in the region

For purposes of factor two, IDOT determined which employees were promotable, trainable and transferable in the region in question. IDHR's rules (Title 56, Section 2520.700) define these terms as follows: "Promotable" means agency employees who within the fiscal year, under standard employment practices, are able to move from one of the EEO job categories to another; "Trainable" means agency employees who within the fiscal year are eligible for participation in established training programs that when completed would allow them to move from one of the EEO job categories to another; "Transferable" means an agency employee eligible for transfer within the fiscal year from one region to another.

Note that in the past, IDHR provided a chart showing promotional categories, which reflected typical promotional patterns. This guidance is no longer provided, and each agency shall determine its own promotional patterns for purposes of this analysis.

The worksheet has six columns that are identified below:

- Column A - The grand total
- Column B - The affirmative action group
- Column C - Percentage of the grand total
- Column D - Value weight is a percentage assigned by the agency. This determination should be based upon employment practices. The agency is free to give factors one and two any value weight from 0% to 100%, with the understanding that the total of this column must equal 100%.
- Column E - The weighted factor is the number arrived at by multiplying column C by column D. The sum of the figures in column E is the availability percentage.
- Column F - Source of statistics

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	232,580	40.69%	75	30.52	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	107	22.77%	25	5.69	Agency Workforce.
				<hr/> 100	<hr/> 28.97	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	53,370	9.34%	75	7.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	105	22.34%	25	5.59	Agency Workforce.
				<hr/> 100	<hr/> 10.07	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	46,410	8.12%	75	6.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	44	9.36%	25	2.34	Agency Workforce.
				<hr/> 100	<hr/> 6.74	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	36,035	6.30%	75	4.73	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	63	13.40%	25	3.35	Agency Workforce.
				<u>100</u>	<u>6.46</u>	Availability Percent

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	493	0.09%	75	0.06	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	1	0.21%	25	0.05	Agency Workforce.
				<u>100</u>	<u>0.09</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	571,580	190	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	470	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.03</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	812,600	445,000	54.76%	50	27.38	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	52	32.30%	50	16.15	Agency Workforce.
				<hr/> 100	34.82	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	812,600	86,754	10.68%	50	5.34	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	40	24.84%	50	12.42	Agency Workforce.
				<hr/> 100	14.21	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	812,600	54,670	6.73%	50	3.36	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	18	11.18%	50	5.59	Agency Workforce.
				<hr/> 100	7.16	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	812,600	87,200	10.73%	50	5.37	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	13	8.07%	50	4.04	Agency Workforce.
				<u>100</u>	<u>7.52</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	812,600	450	0.06%	50	0.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	1	0.62%	50	0.31	Agency Workforce.
				<u>100</u>	<u>0.27</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	812,600	155	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	161	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.02</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	98,720	52,480	53.16%	80	42.53	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	30	51.72%	20	10.34	Agency Workforce.
				-----	-----	
				100	42.30	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	98,720	15,680	15.88%	80	12.71	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	12	20.69%	20	4.14	Agency Workforce.
				-----	-----	
				100	13.48	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	
1. Those having requisite skills in the region.	98,720	10,030	10.16%	80	8.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	9	15.52%	20	3.10	Agency Workforce.
				-----	-----	
				100	8.99	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	98,720	13,610	13.79%	80	11.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	3	5.17%	20	1.03	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	9.65	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	98,720	123	0.12%	100	0.12	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.10	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	98,720	15	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.01	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,336	1,410	60.36%	75	45.27	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	7	2	28.57%	25	7.14	Agency Workforce.
				100	41.93	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,336	90	3.85%	75	2.89	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	7	2	28.57%	25	7.14	Agency Workforce.
				100	8.03	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,336	71	3.04%	75	2.28	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	7	1	14.29%	25	3.57	Agency Workforce.
				100	4.68	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	2,336	33	1.41%	100	1.41	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	7	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	100	1.13	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	2,336	11	0.47%	100	0.47	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	7	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	100	0.38	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	2,336	0	0.00%	0	0.00	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	7	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	19,960	6.43%	90	5.79	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	9	1.68%	10	0.17	Agency Workforce.
				<hr/> 100	4.76	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	24,965	8.04%	90	7.24	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	114	21.31%	10	2.13	Agency Workforce.
				<hr/> 100	7.49	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	75,695	24.38%	90	21.94	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	52	9.72%	10	0.97	Agency Workforce.
				<hr/> 100	18.33	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	8,019	2.58%	100	2.58	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	2.07	

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	310	0.10%	100	0.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.08	

AGENCY: [IL Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	310,455	39	0.01%	100	0.01	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	535	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.01	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 1/**District 1**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	431,070	40.82%	100	40.82	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	32.66	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	172,445	16.33%	100	16.33	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	13.06	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	384,355	36.40%	100	36.40	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	29.12	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	49,990	4.73%	100	4.73	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	3.79	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	1,120	0.11%	100	0.11	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.08	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 1/**District 1**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,055,985	320	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.02	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **1/District 1**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	166	133	99	14	8	12	0	0	0	33	21	4	6	2	0	0	0	80.12%	19.88%	72.29%	10.84%	8.43%	8.43%	0.00%	0.00%	0.00%
Professionals	367	286	167	54	23	42	0	0	0	81	35	23	12	11	0	0	0	77.93%	22.07%	55.04%	20.98%	9.54%	14.44%	0.00%	0.00%	0.00%
Technicians	103	77	42	18	7	9	1	0	0	26	13	10	2	1	0	0	0	74.76%	25.24%	53.40%	27.18%	8.74%	9.71%	0.97%	0.00%	0.00%
Protective Service																										
Para-professionals	51	24	11	7	6	0	0	0	0	27	19	3	2	3	0	0	5	47.06%	52.94%	58.82%	19.61%	15.69%	5.88%	0.00%	0.00%	9.80%
Office / Clerical	7	4	3	1	0	0	0	0	0	3	1	1	1	0	0	0	0	57.14%	42.86%	57.14%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	54	54	48	5	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	88.89%	9.26%	1.85%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	535	526	360	111	52	2	1	0	15	9	6	3	0	0	0	0	0	98.32%	1.68%	68.41%	21.31%	9.72%	0.37%	0.19%	0.00%	2.80%
TOTAL	1,283	1,104	730	210	97	65	2	0	15	179	95	44	23	17	0	0	5	86.05%	13.95%	64.30%	19.80%	9.35%	6.39%	0.16%	0.00%	1.56%

Grand Total Employees for Region 1:	Males:	1,104	Females:	179	Total Minorities:	458							
		86.05%		13.95%		35.70%							
White:	825	B/AA:	254	H/L:	120	Asian:	82	AI/AN:	2	NHOPI:	0	Disabled:	20
	64.30%		19.80%		9.35%		6.39%		0.16%		0.00%		1.56%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN** Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	28.97	34.82	42.30		41.93	49.39	4.76	32.66
Number Needed for Parity	48	127	43		21	3	2	174
Number of Affirmative Action Group Members Already Employed	33	81	26		27	3	0	9
Underutilization	15	46	17		P	P	2	165

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	10.07	14.21	13.48		8.03	12.08	7.49	13.06
Number Needed for Parity	16	52	13		4	0	4	69
Number of Affirmative Action Group Members Already Employed	18	77	28		10	2	5	114
Underutilization	P	P	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	6.74	7.16	8.99		4.68	12.64	18.33	29.12
Number Needed for Parity	11	26	9		2	0	9	155
Number of Affirmative Action Group Members Already Employed	14	35	9		8	1	1	52
Underutilization	P	P	P		P	P	8	103

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	6.46	7.52	9.65		1.13	4.08	2.07	3.79
Number Needed for Parity	10	27	9		0	0	1	20
Number of Affirmative Action Group Members Already Employed	14	53	10		3	0	0	2
Underutilization	P	P	P		P	P	P	18

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE** Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	0.09	0.27	0.10		0.38	0.07	0.08	0.08
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	1		0	0	0	1
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER** Region 1/District 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	166	367	103	EMPLOYED BY CMS	51	7	54	535
Availability Percent	0.03	0.02	0.01		0.00	0.02	0.01	0.02
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 2/District 2
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	10,705	36.41%	75	27.30	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	41	24.55%	25	6.14	Agency Workforce.
				100	26.75	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	515	1.75%	75	1.31	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	8	4.79%	25	1.20	Agency Workforce.
				100	2.01	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	1,173	3.99%	75	2.99	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	9	5.39%	25	1.35	Agency Workforce.
				100	3.47	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	504	1.71%	75	1.29	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	1	0.60%	25	0.15	Agency Workforce.
				<hr/> 100	<hr/> 1.15	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	25	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.07	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	29,405	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	167	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 2/**District 2**
 Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	44,425	26,495	59.64%	50	29.82	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	19	27.54%	50	13.77	Agency Workforce.
				-----	-----	Availability Percent.
				100	34.87	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 2/**District 2**
 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	44,425	1,760	3.96%	50	1.98	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	2	2.90%	50	1.45	Agency Workforce.
				-----	-----	Availability Percent.
				100	2.74	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 2/**District 2**
 Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	44,425	1,304	2.94%	50	1.47	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	2	2.90%	50	1.45	Agency Workforce.
				-----	-----	Availability Percent.
				100	2.33	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	44,425	1,624	3.66%	100	3.66	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	2.92	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	44,425	134	0.30%	100	0.30	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.24	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	44,425	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	69	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 2/District 2
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	4,990	61.91%	80	49.53	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	10	62.50%	20	12.50	Agency Workforce.
				100	49.62	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	275	3.41%	100	3.41	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	0	0.00%	0	0.00	Agency Workforce.
				100	2.73	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	307	3.81%	100	3.81	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	0	0.00%	0	0.00	Agency Workforce.
				100	3.05	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	299	3.71%	100	3.71	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	2.97	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,060	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	16	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 2/District 2
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	902	70.58%	100	70.58	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>56.46</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	257	20.11%	100	20.11	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>16.09</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	37	2.90%	100	2.90	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>2.32</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	5	0.39%	100	0.39	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.31	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 2/**District 2**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	1,278	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 2/District 2
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	41,645	42.93%	100	42.93	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	34.34	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	6,960	7.17%	100	7.17	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	5.74	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	13,960	14.39%	100	14.39	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	11.51	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	1,574	1.62%	100	1.62	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	1.30	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	150	0.15%	100	0.15	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.12	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 2/District 2
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	97,010	40	0.04%	100	0.04	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.03	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **2/District 2**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	51	45	43	0	0	2	0	0	0	6	6	0	0	0	0	0	0	88.24%	11.76%	96.08%	0.00%	0.00%	3.92%	0.00%	0.00%	0.00%
Professionals	114	82	69	7	5	1	0	0	0	32	29	1	2	0	0	0	0	71.93%	28.07%	85.96%	7.02%	6.14%	0.88%	0.00%	0.00%	0.00%
Technicians	53	44	42	0	2	0	0	0	0	9	9	0	0	0	0	0	0	83.02%	16.98%	96.23%	0.00%	3.77%	0.00%	0.00%	0.00%	0.00%
Protective Service																										
Para-professionals	16	6	4	2	0	0	0	0	0	10	10	0	0	0	0	0	0	37.50%	62.50%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	170	169	166	1	2	0	0	0	1	1	1	0	0	0	0	0	0	99.41%	0.59%	98.24%	0.59%	1.18%	0.00%	0.00%	0.00%	0.59%
TOTAL	404	346	324	10	9	3	0	0	1	58	55	1	2	0	0	0	0	85.64%	14.36%	93.81%	2.72%	2.72%	0.74%	0.00%	0.00%	0.25%

Grand Total Employees for Region 2:		Males:	346	Females:	58	Total Minorities:	25
			85.64%		14.36%		6.19%
White:	379	B/AA:	11	H/L:	11	Asian:	3
	93.81%		2.72%		2.72%		0.74%
						AI/AN:	0
							0.00%
						NHOPI:	0
							0.00%
						Disabled:	1
							0.25%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 2/**District 2**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	26.75	34.87	49.62		56.46	54.20	5.22	34.34
Number Needed for Parity	13	39	26		9	0	0	58
Number of Affirmative Action Group Members Already Employed	6	32	9		10	0	0	1
Underutilization	7	7	17		P	P	P	57

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 2/**District 2**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	2.01	2.74	2.73		16.09	5.02	1.85	5.74
Number Needed for Parity	1	3	1		2	0	0	9
Number of Affirmative Action Group Members Already Employed	0	8	0		2	0	0	1
Underutilization	1	P	P		P	P	P	8

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 2/District 2

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	3.47	2.33	3.05		2.32	4.29	4.87	11.51
Number Needed for Parity	1	2	1		0	0	0	19
Number of Affirmative Action Group Members Already Employed	0	7	2		0	0	0	2
Underutilization	1	P	P		P	P	P	17

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 2/District 2

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	1.15	2.92	2.97		0.31	0.86	0.73	1.30
Number Needed for Parity	0	3	1		0	0	0	2
Number of Affirmative Action Group Members Already Employed	2	1	0		0	0	0	0
Underutilization	P	2	1		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 2/District 2

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	0.07	0.24	0.00		0.00	0.05	0.16	0.12
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 2/District 2

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	114	53	EMPLOYED BY CMS	16	0	0	170
Availability Percent	0.00	0.00	0.00		0.00	0.03	0.01	0.03
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 3/District 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	16,485	6,205	37.64%	75	28.23	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	31	25.20%	25	6.30	Agency Workforce.
				-----	-----	
				100	27.62	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	16,485	305	1.85%	75	1.39	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	18	14.63%	25	3.66	Agency Workforce.
				-----	-----	
				100	4.04	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	16,485	515	3.12%	75	2.34	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	7	5.69%	25	1.42	Agency Workforce.
				-----	-----	
				100	3.01	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,485	350	2.12%	100	2.12	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	1.70	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,485	15	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.07	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,485	15	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	123	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.07	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 3/**District 4**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	23,220	13,385	57.64%	50	28.82	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	18	37.50%	50	18.75	Agency Workforce.
				-----	-----	
				100	38.06	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	23,220	599	2.58%	50	1.29	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	9	18.75%	50	9.38	Agency Workforce.
				-----	-----	
				100	8.53	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	23,220	724	3.12%	50	1.56	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	2	4.17%	50	2.08	Agency Workforce.
				-----	-----	
				100	2.91	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	23,220	505	2.17%	100	2.17	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	Availability Percent.
				100	1.74	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	23,220	8	0.03%	50	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	1	2.08%	50	1.04	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.85	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	23,220	10	0.04%	50	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	48	1	2.08%	50	1.04	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.85	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 3/District 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	2,385	58.10%	80	46.48	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	7	70.00%	20	14.00	Agency Workforce.
				100	48.38	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	170	4.14%	80	3.31	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	1	10.00%	20	2.00	Agency Workforce.
				100	4.25	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	224	5.46%	100	5.46	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				100	4.37	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	59	1.44%	100	1.44	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					1.15	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	40	0.97%	100	0.97	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.78	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,105	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 3/District 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	188	128	68.09%	100	68.09	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	54.47	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	188	14	7.45%	100	7.45	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	5.96	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	188	8	4.26%	100	4.26	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	3.40	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	188	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	188	1	0.53%	100	0.53	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.43</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	188	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 3/District 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	20,330	42.34%	100	42.34	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>33.87</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	2,595	5.40%	100	5.40	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>4.32</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 3/District 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	4,669	9.72%	100	9.72	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>7.78</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	803	1.67%	100	1.67	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	1.34	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	84	0.17%	100	0.17	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.14	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 3/**District 4**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,020	4	0.01%	100	0.01	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.01	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **3/District 4**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	52	43	39	3	1	0	0	0	0	9	8	1	0	0	0	0	0	82.69%	17.31%	90.38%	7.69%	1.92%	0.00%	0.00%	0.00%	0.00%
Professionals	85	65	53	8	4	0	0	0	0	20	17	2	1	0	0	0	76.47%	23.53%	82.35%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	
Technicians	38	27	20	5	1	0	1	0	0	11	7	3	1	0	0	0	71.05%	28.95%	71.05%	21.05%	5.26%	0.00%	2.63%	0.00%	0.00%	
Protective Service																										
Para-professionals	10	3	2	1	0	0	0	0	0	7	7	0	0	0	0	0	30.00%	70.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Office / Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	138	137	127	8	2	0	0	0	3	1	1	0	0	0	0	0	99.28%	0.72%	92.75%	5.80%	1.45%	0.00%	0.00%	0.00%	2.17%	
TOTAL	323	275	241	25	8	0	1	0	3	48	40	6	2	0	0	0	85.14%	14.86%	87.00%	9.60%	3.10%	0.00%	0.31%	0.00%	0.93%	

Grand Total Employees for Region 3:		Males:	275	Females:	48	Total Minorities:	42
			85.14%		14.86%		13.00%
White:	281	B/AA:	31	H/L:	10	Asian:	0
	87.00%		9.60%		3.10%		0.00%
						AI/AN:	1
							0.31%
						NHOPI:	0
							0.00%
						Disabled:	3
							0.93%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 3/**District 4**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	27.62	38.06	48.38		54.47	55.38	0.00	33.87
Number Needed for Parity	14	32	18		5	0	0	46
Number of Affirmative Action Group Members Already Employed	9	20	11		7	0	0	1
Underutilization	5	12	7		P	P	P	45

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 3/**District 4**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	4.04	8.53	4.25		5.96	3.12	0.00	4.32
Number Needed for Parity	2	7	1		0	0	0	5
Number of Affirmative Action Group Members Already Employed	4	10	8		1	0	0	8
Underutilization	P	P	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 3/**District 4**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	3.01	2.91	4.37		3.40	4.05	0.00	7.78
Number Needed for Parity	1	2	1		0	0	0	10
Number of Affirmative Action Group Members Already Employed	1	5	2		0	0	0	2
Underutilization	P	P	P		P	P	P	8

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 3/**District 4**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	1.70	1.74	1.15		0.00	0.80	0.00	1.34
Number Needed for Parity	0	1	0		0	0	0	1
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	1	P		P	P	P	1

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 3/District 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	0.07	0.85	0.78		0.43	0.03	0.00	0.14
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	1		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 3/District 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	52	85	38	EMPLOYED BY CMS	10	0	0	138
Availability Percent	0.07	0.85	0.00		0.00	0.02	0.00	0.01
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

**IDHR Region 4 included in another IDOT Region/District
Availability Percent Worksheet**

AGENCY:
Category: Officials/Administrators

Affirmative Action Group:
WOMEN
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	21,660	8,240	38.04%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: 0
Category: Officials/Administrators

Affirmative Action Group:
**BLACK or AFRICAN
AMERICAN**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	21,660	690	3.19%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	21,660	405	1.87%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	21,660	14	0.06%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	21,660	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Professionals

Affirmative Action Group:
WOMEN
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,035	19,845	55.07%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,035	1,305	3.62%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,035	550	1.53%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	36,035	1,695	4.70%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	36,035	19	0.05%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	36,035	10	0.03%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Technicians

Affirmative Action Group: **WOMEN**
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,250	3,915	62.64%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Technicians

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,250	200	3.20%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Technicians

Affirmative Action Group: **HISPANIC or LATINO**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,250	45	0.72%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,250	125	2.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,250	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,250	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
 Category: Protective Service Workers

Affirmative Action Group: **WOMEN**
 Region: 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,199	669	20.91%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,199	415	12.97%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,199	30	0.94%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	3,199	10	0.31%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	3,199	12	0.38%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	3,199	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Paraprofessionals

Affirmative Action Group: **WOMEN**
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	163	131	80.37%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Paraprofessionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	163	36	22.09%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Paraprofessionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	163	0	0.00%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	163	0	0.00%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	163	0	0.00%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	163	0	0.00%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY:
 Category: Office and Clerical

Affirmative Action Group: **WOMEN**
 Region: 4
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	47,935	31,230	65.15%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	47,935	3,129	6.53%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	47,935	1,304	2.72%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	47,935	444	0.93%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	47,935	45	0.09%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	47,935	8	0.02%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Skilled Craft Workers

Affirmative Action Group:
WOMEN
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	17,605	875	4.97%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Skilled Craft Workers

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	17,605	600	3.41%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Skilled Craft Workers

Affirmative Action Group:
HISPANIC or LATINO
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	17,605	434	2.47%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,605	105	0.60%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,605	8	0.05%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,605	15	0.09%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Service-Maintenance

Affirmative Action Group: **WOMEN**
Region: 4
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	56,345	23,305	41.36%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Service-Maintenance

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	56,345	5,725	10.16%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Service-Maintenance

Affirmative Action Group: **HISPANIC or LATINO**
Region: 4
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	56,345	1,795	3.19%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	56,345	599	1.06%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	56,345	50	0.09%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 4
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	56,345	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Workforce Analysis by Region

Agency: IDHR Region 4 included within another IDOT Region/District

Reporting Period: _____

Region: **4**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D	
Officials / Administrators	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%									

Grand Total Employees for Region 4:		Males:	0	Females:	0	Total Minorities:	0
			0.00%		0.00%		0.00%
White:	0	B/AA:	0	H/L:	0	Asian:	0
	0.00%		0.00%		0.00%		0.00%
						AI/AN:	0
							0.00%
						NHOPI:	0
							0.00%
						Disabled:	0
							0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: 0
 Affirmative Action Group: **WOMEN** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: 0
 Affirmative Action Group: **HISPANIC or LATINO** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **ASIAN** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: 0
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER** Region 4

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 5/District 3
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	24,575	10,575	43.03%	75	32.27	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	32	22.38%	25	5.59	Agency Workforce.
				-----	-----	
				100	30.29	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	24,575	1,150	4.68%	75	3.51	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	11	7.69%	25	1.92	Agency Workforce.
				-----	-----	
				100	4.35	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	24,575	714	2.91%	75	2.18	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	6	4.20%	25	1.05	Agency Workforce.
				-----	-----	
				100	2.58	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	24,575	339	1.38%	75	1.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	3	2.10%	25	0.52	Agency Workforce.
				100	1.25	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	24,575	30	0.12%	100	0.12	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	0	0.00%	0	0.00	Agency Workforce.
				100	0.10	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	24,575	15	0.06%	100	0.06	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	143	0	0.00%	0	0.00	Agency Workforce.
				100	0.05	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 5/**District 3**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	19,890	57.24%	50	28.62	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	24	36.36%	50	18.18	Agency Workforce.
				<hr/> 100	<hr/> 37.44	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 5/**District 3**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	1,424	4.10%	50	2.05	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	4	6.06%	50	3.03	Agency Workforce.
				<hr/> 100	<hr/> 4.06	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 5/**District 3**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	894	2.57%	50	1.29	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	3	4.55%	50	2.27	Agency Workforce.
				<hr/> 100	<hr/> 2.85	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	2,210	6.36%	50	3.18	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	1	1.52%	50	0.76	Agency Workforce.
				<hr/> 100	<hr/> 3.15	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	35	0.10%	100	0.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.08	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	34,750	4	0.01%	100	0.01	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	66	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.01	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 5/District 3
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,095	3,935	64.56%	80	51.65	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	16	80.00%	20	16.00	Agency Workforce.
				-----	-----	
				100	54.12	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,095	260	4.27%	80	3.41	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	3	15.00%	20	3.00	Agency Workforce.
				-----	-----	
				100	5.13	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	6,095	98	1.61%	80	1.29	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	1	5.00%	20	1.00	Agency Workforce.
				-----	-----	
				100	1.83	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,095	334	5.48%	80	4.38	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	1	5.00%	20	1.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	4.31	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,095	4	0.07%	100	0.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.05	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,095	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	20	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 5/District 3
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	596	374	62.75%	75	47.06	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	3	3	100.00%	25	25.00	Agency Workforce.	
				<hr/>	100	57.65	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	596	37	6.21%	100	6.21	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	100	4.97	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	596	9	1.51%	100	1.51	U. S. EEOC	
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	100	1.21	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	596	5	0.84%	100	0.84	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.67	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	596	1	0.17%	100	0.17	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.13	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	596	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 5/District 3
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	26,010	41.04%	100	41.04	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	32.84	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	5,005	7.90%	100	7.90	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	6.32	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	5,715	9.02%	100	9.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	7.21	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	350	0.55%	100	0.55	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.44	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	118	0.19%	100	0.19	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.15	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 5/District 3
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	63,370	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **5/District 3**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	56	49	48	0	1	0	0	0	0	7	7	0	0	0	0	0	0	87.50%	12.50%	98.21%	0.00%	1.79%	0.00%	0.00%	0.00%	0.00%
Professionals	97	73	59	8	3	3	0	0	0	24	21	2	1	0	0	0	0	75.26%	24.74%	82.47%	10.31%	4.12%	3.09%	0.00%	0.00%	0.00%
Technicians	46	38	36	1	1	0	0	0	0	8	7	0	1	0	0	0	0	82.61%	17.39%	93.48%	2.17%	4.35%	0.00%	0.00%	0.00%	0.00%
Protective Service																										
Para-professionals	17	4	2	2	0	0	0	0	0	13	10	1	1	1	0	0	0	23.53%	76.47%	70.59%	17.65%	5.88%	5.88%	0.00%	0.00%	0.00%
Office / Clerical	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	141	139	135	1	2	0	1	0	3	2	1	1	0	0	0	0	0	98.58%	1.42%	96.45%	1.42%	1.42%	0.00%	0.71%	0.00%	2.13%
TOTAL	360	303	280	12	7	3	1	0	3	57	49	4	3	1	0	0	0	84.17%	15.83%	91.39%	4.44%	2.78%	1.11%	0.28%	0.00%	0.83%

Grand Total Employees for Region 5:		Males:	303	Females:	57	Total Minorities:	31
			84.17%		15.83%		8.61%
White:	329	B/AA:	16	H/L:	10	Asian:	4
	91.39%		4.44%		2.78%		1.11%
						AI/AN:	1
							0.28%
						NHOPI:	0
							0.00%
						Disabled:	3
							0.83%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	30.29	37.44	54.12		57.65	0.00	0.00	32.84
Number Needed for Parity	16	36	24		9	0	0	46
Number of Affirmative Action Group Members Already Employed	7	24	8		13	3	0	2
Underutilization	9	12	16		P	P	P	44

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	4.35	4.06	5.13		4.97	0.00	0.00	6.32
Number Needed for Parity	2	3	2		0	0	0	8
Number of Affirmative Action Group Members Already Employed	0	10	1		3	0	0	2
Underutilization	2	P	1		P	P	P	6

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	2.58	2.85	1.83		1.21	0.00	0.00	7.21
Number Needed for Parity	1	2	0		0	0	0	10
Number of Affirmative Action Group Members Already Employed	1	4	2		1	0	0	2
Underutilization	P	P	P		P	P	P	8

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	1.25	3.15	4.31		0.67	0.00	0.00	0.44
Number Needed for Parity	0	3	1		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	3	0		1	0	0	0
Underutilization	P	P	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	0.10	0.08	0.05		0.13	0.00	0.00	0.15
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	1
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 5/District 3

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	56	97	46	EMPLOYED BY CMS	17	3	0	141
Availability Percent	0.05	0.01	0.00		0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 6/District 5
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	6,945	42.07%	75	31.55	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	23	21.10%	25	5.28	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	29.46	

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	650	3.94%	75	2.95	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	6	5.50%	25	1.38	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	3.46	

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	318	1.93%	75	1.44	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	2	1.83%	25	0.46	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	1.52	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	574	3.48%	100	3.48	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	2.78	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	50	0.30%	100	0.30	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.24	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	16,510	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	109	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 6/**District 5**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	35,025	18,385	52.49%	50	26.25	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	13	24.53%	50	12.26	Agency Workforce.
				<hr/> 100	<hr/> 30.81	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	35,025	1,430	4.08%	50	2.04	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	2	3.77%	50	1.89	Agency Workforce.
				<hr/> 100	<hr/> 3.14	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	35,025	1,494	4.27%	50	2.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	1	1.89%	50	0.94	Agency Workforce.
				<hr/> 100	<hr/> 2.46	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	35,025	4,345	12.41%	100	12.41	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	9.92	

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	35,025	24	0.07%	100	0.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.05	

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	35,025	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	53	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 6/District 5
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	3,275	58.38%	80	46.70	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	7	70.00%	20	14.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	48.56	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	390	6.95%	100	6.95	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	5.56	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	75	1.34%	80	1.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	1	10.00%	20	2.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	2.46	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	479	8.54%	100	8.54	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	6.83	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,610	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	10	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 6/District 5
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	48,745	19,955	40.94%	100	40.94	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	32.75	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	48,745	6,165	12.65%	100	12.65	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	10.12	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 6/District 5
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	48,745	3,385	6.94%	100	6.94	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	5.56	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,745	1,088	2.23%	100	2.23	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	1.79	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,745	64	0.13%	100	0.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.11	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 6/**District 5**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	48,745	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	0.00	Availability Percent.

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **6/District 5**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	47	41	39	2	0	0	0	0	0	6	6	0	0	0	0	0	0	87.23%	12.77%	95.74%	4.26%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	66	49	43	4	2	0	0	0	0	17	17	0	0	0	0	0	0	74.24%	25.76%	90.91%	6.06%	3.03%	0.00%	0.00%	0.00%	0.00%
Technicians	43	37	35	2	0	0	0	0	0	6	6	0	0	0	0	0	0	86.05%	13.95%	95.35%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service																										
Para-professionals	9	3	2	0	1	0	0	0	0	6	6	0	0	0	0	0	0	33.33%	66.67%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	119	119	115	2	2	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	96.64%	1.68%	1.68%	0.00%	0.00%	0.00%	0.00%
TOTAL	285	249	234	10	5	0	0	0	0	36	36	0	0	0	0	0	0	87.37%	12.63%	94.74%	3.51%	1.75%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 6:		Males:	249	Females:	36	Total Minorities:	15
			87.37%		12.63%		5.26%
White:	270	B/AA:	10	H/L:	5	Asian:	0
	94.74%		3.51%		1.75%		0.00%
						AI/AN:	0
							0.00%
						NHOPI:	0
							0.00%
						Disabled:	0
							0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	29.46	30.81	48.56		56.59	0.00	0.00	32.75
Number Needed for Parity	13	20	20		5	0	0	38
Number of Affirmative Action Group Members Already Employed	6	17	6		6	1	0	0
Underutilization	7	3	14		P	P	P	38

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	3.46	3.14	5.56		1.95	0.00	0.00	10.12
Number Needed for Parity	1	2	2		0	0	0	12
Number of Affirmative Action Group Members Already Employed	2	4	2		0	0	0	2
Underutilization	P	P	P		P	P	P	10

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	1.52	2.46	2.46		0.00	0.00	0.00	5.56
Number Needed for Parity	0	1	1		0	0	0	6
Number of Affirmative Action Group Members Already Employed	0	2	0		1	0	0	2
Underutilization	P	P	1		P	P	P	4

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	2.78	9.92	6.83		1.95	0.00	0.00	1.79
Number Needed for Parity	1	6	2		0	0	0	2
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	1	6	2		P	P	P	2

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	0.24	0.05	0.00		1.95	0.00	0.00	0.11
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 6/District 5

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	47	66	43	EMPLOYED BY CMS	9	1	0	119
Availability Percent	0.00	0.00	0.00		0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 7/Central & 6
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,370	10,605	40.22%	75	30.16	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	229	34.80%	25	8.70	Agency Workforce.
				100	31.09	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,370	834	3.16%	75	2.37	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	76	11.55%	25	2.89	Agency Workforce.
				100	4.21	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,370	390	1.48%	75	1.11	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	19	2.89%	25	0.72	Agency Workforce.
				100	1.46	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	26,370	229	0.87%	75	0.65	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	14	2.13%	25	0.53	Agency Workforce.
				-----	-----	
				100	0.95	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	26,370	40	0.15%	75	0.11	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	1	0.15%	25	0.04	Agency Workforce.
				-----	-----	
				100	0.12	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	26,370	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	658	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 7/Central & 6
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	40,080	23,080	57.58%	50	28.79	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	128	41.16%	50	20.58	Agency Workforce.
				-----	-----	
				100	39.50	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	40,080	1,735	4.33%	50	2.16	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	36	11.58%	50	5.79	Agency Workforce.
				-----	-----	
				100	6.36	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/I
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	40,080	402	1.00%	50	0.50	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	2	0.64%	50	0.32	Agency Workforce.
				-----	-----	
				100	0.66	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 7/I
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	40,080	1,275	3.18%	50	1.59	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	4	1.29%	50	0.64	Agency Workforce.
				<hr/> 100	<hr/> 1.79	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	40,080	58	0.14%	50	0.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	1	0.32%	50	0.16	Agency Workforce.
				<hr/> 100	<hr/> 0.19	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	40,080	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	311	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 7/Central & 6
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,700	5,115	66.43%	80	53.14	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	108	76	70.37%	20	14.07	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	53.77	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,700	250	3.25%	80	2.60	U. S. Census Bureau / Availability Percent.
2. Those promotable, trainable, and transferable in the region.	108	10	9.26%	20	1.85	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	3.56	

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,700	34	0.44%	80	0.35	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	108	1	0.93%	20	0.19	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.43	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,700	160	2.08%	80	1.66	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	108	1	0.93%	20	0.19	Agency Workforce.
				-----	-----	
				100	1.48	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,700	50	0.65%	80	0.52	U. S. Census Bureau / Availability Percent.
2. Those promotable, trainable, and transferable in the region.	108	1	0.93%	20	0.19	Agency Workforce.
				-----	-----	
				100	0.56	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total	Weight	Factor	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,700	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	108	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	
				0	0.00	Availability Percent.

DON'T USE

Availability Percent Worksheet

AGENCY:
Category: Protective Service Workers

Affirmative Action Group:
WOMEN
Region: 7/Central & 6
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	5,248	913	17.40%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Protective Service Workers

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 7/Central & 6
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	5,248	325	6.19%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Protective Service Workers

Affirmative Action Group:
HISPANIC or LATINO
Region: 7/Central & 6
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	5,248	34	0.65%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
ASIAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,248	35	0.67%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,248	4	0.08%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	5,248	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 7/Central & 6
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	239	137	57.32%	75	42.99	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	27	62.79%	25	15.70	Agency Workforce.
				<hr/> 100	46.95	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	239	36	15.06%	75	11.30	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	2	4.65%	25	1.16	Agency Workforce.
				<hr/> 100	9.97	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	1	2.33%	100	2.33	Agency Workforce.
				<hr/> 100	1.86	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	0	0.00%	0	0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
**AMERICAN INDIAN and
 ALASKA NATIVE**
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	0	0.00%	0	0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
**NATIVE HAWAIIAN or OTHER
 PACIFIC ISLANDER**
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	43	0	0.00%	0	0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
WOMEN
 Region: 7/**Central & 6**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,515	42,595	68.14%	100	68.14	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>54.51</u>	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,515	4,219	6.75%	100	6.75	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>5.40</u>	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,515	836	1.34%	100	1.34	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>1.07</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
ASIAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,515	294	0.47%	100	0.47	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.38	

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,515	65	0.10%	100	0.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.08	

AGENCY: [Illinois Department of Transportation](#)
 Category: Office and Clerical

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,515	10	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.01	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
WOMEN
 Region: 7/**Central & 6**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	1,023	5.15%	100	5.15	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	4.12	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	898	4.52%	90	4.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	10	5.43%	10	0.54	Agency Workforce.
				<hr/> 100	3.69	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	489	2.46%	100	2.46	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	1.97	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
ASIAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	74	0.37%	100	0.37	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.30	

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	75	0.38%	100	0.38	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.30	

AGENCY: [Illinois Department of Transportation](#)
 Category: Skilled Craft Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	19,875	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	184	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 7/Central & 6
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,670	27,435	43.78%	100	43.78	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	
				100	35.02	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,670	6,165	9.84%	100	9.84	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	
				100	7.87	Availability Percent.

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 7/Central & 6
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	62,670	1,429	2.28%	100	2.28	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	
				100	1.82	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,670	444	0.71%	100	0.71	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.57	

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,670	34	0.05%	100	0.05	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.04	

AGENCY: [Illinois Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 7/**Central & 6**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	62,670	15	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.02	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **7/Central & 6**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	509	352	309	29	8	5	1	0	1	157	126	24	6	1	0	0	0	69.16%	30.84%	85.46%	10.41%	2.75%	1.18%	0.20%	0.00%	0.20%
Professionals	455	278	233	28	12	5	0	0	2	177	143	22	6	6	0	0	1	61.10%	38.90%	82.64%	10.99%	3.96%	2.42%	0.00%	0.00%	0.66%
Technicians	203	151	135	15	0	1	0	0	0	52	38	11	1	2	0	0	3	74.38%	25.62%	85.22%	12.81%	0.49%	1.48%	0.00%	0.00%	1.48%
Protective Service																										
Para-professionals	64	15	13	2	0	0	0	0	0	49	42	6	0	1	0	0	5	23.44%	76.56%	85.94%	12.50%	0.00%	1.56%	0.00%	0.00%	7.81%
Office / Clerical	44	17	14	2	0	0	1	0	3	27	26	0	1	0	0	0	5	38.64%	61.36%	90.91%	4.55%	2.27%	0.00%	2.27%	0.00%	18.18%
Skilled Craft	11	10	10	0	0	0	0	0	0	1	1	0	0	0	0	0	0	90.91%	9.09%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	184	184	174	10	0	0	0	0	3	0	0	0	0	0	0	0	0	100.00%	0.00%	94.57%	5.43%	0.00%	0.00%	0.00%	0.00%	1.63%
TOTAL	1,470	1,007	888	86	20	11	2	0	9	463	376	63	14	10	0	14	68.50%	31.50%	85.99%	10.14%	2.31%	1.43%	0.14%	0.00%	1.56%	

Grand Total Employees for Region 7:		Males:	1,007	Females:	463	Total Minorities:	206
			68.50%		31.50%		14.01%
White:	1,264	B/AA:	149	H/L:	34	Asian:	21
	85.99%		10.14%		2.31%		1.43%
						AI/AN:	2
							0.14%
						NHOPI:	0
							0.00%
						Disabled:	23
							1.56%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	31.09	39.50	53.77		46.95	54.51	4.12	35.02
Number Needed for Parity	158	179	109		30	23	0	64
Number of Affirmative Action Group Members Already Employed	157	177	52		49	27	1	0
Underutilization	1	2	57		P	P	P	64

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	4.21	6.36	3.56		9.97	5.40	3.69	7.87
Number Needed for Parity	21	28	7		6	2	0	14
Number of Affirmative Action Group Members Already Employed	53	50	26		8	2	0	10
Underutilization	P	P	P		P	P	P	4

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	1.46	0.66	0.43		1.86	1.07	1.97	1.82
Number Needed for Parity	7	2	0		1	0	0	3
Number of Affirmative Action Group Members Already Employed	14	18	1		0	1	0	0
Underutilization	P	P	P		1	P	P	3

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	0.95	1.79	1.48		0.00	0.38	0.30	0.57
Number Needed for Parity	4	8	3		0	0	0	1
Number of Affirmative Action Group Members Already Employed	6	11	3		1	0	0	0
Underutilization	P	P	P		P	P	P	1

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	0.12	0.19	0.56		0.00	0.08	0.30	0.04
Number Needed for Parity	0	0	1		0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0		0	1	0	0
Underutilization	P	P	1		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 7/**Central & 6**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	509	455	203	EMPLOYED BY CMS	64	44	11	184
Availability Percent	0.00	0.00	0.00		0.00	0.01	0.00	0.02
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY:
 Category: Officials/Administrators

Affirmative Action Group: **WOMEN**
 Region: 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	3,875	34.19%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	137	1.21%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	48	0.42%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	174	1.54%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	8	0.07%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	11,335	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
 Category: Professionals

Affirmative Action Group: **WOMEN**
 Region: 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,050	9,265	61.56%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,050	338	2.25%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,050	153	1.02%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	15,050	311	2.07%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	15,050	10	0.07%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage	Value	Weighted	
	#	#	Total %	Weight %	Factor %	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	15,050	30	0.20%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Technicians

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,130	2,075	66.29%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Technicians

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,130	140	4.47%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Technicians

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	3,130	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	3,130	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	3,130	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	3,130	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY:
 Category: Protective Service Workers

Affirmative Action Group: **WOMEN**
 Region: 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	379	17.61%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	14	0.65%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	10	0.46%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	10	0.46%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Protective Service Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,152	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Paraprofessionals

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	6,025	84.40%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Paraprofessionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	1,215	17.02%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
Category: Paraprofessionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	174	2.44%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,139	46	0.64%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0.00	Availability Percent.
				0		

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,139	6	0.08%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0.00	Availability Percent.
				0		

AGENCY: 0
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	7,139	0	0.00%		0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0.00	Availability Percent.
				0		

Availability Percent Worksheet

AGENCY:
 Category: Office and Clerical

Affirmative Action Group: **WOMEN**
 Region: 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	26,230	18,055	68.83%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	26,230	499	1.90%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group: **HISPANIC or LATINO**
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	26,230	298	1.14%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,230	68	0.26%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,230	54	0.21%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: 0
 Category: Office and Clerical

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	26,230	4	0.02%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Skilled Craft Workers

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	587	6.78%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Skilled Craft Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	80	0.92%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

AGENCY: 0
Category: Skilled Craft Workers

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	188	2.17%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<u>0</u>	<u>0.00</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	25	0.29%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	40	0.46%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: 0
 Category: Skilled Craft Workers

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	8,660	15	0.17%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY:
Category: Service-Maintenance

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	15,425	41.71%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.			0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
Category: Service-Maintenance

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	1,205	3.26%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

AGENCY: 0
Category: Service-Maintenance

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	1,238	3.35%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/>	0 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	279	0.75%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	16	0.04%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: 0
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	36,980	0	0.00%		0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0		0.00%		0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Workforce Analysis by Region

Agency: IDHR Region 8 in included in another IDOT Region/District

Reporting Period: _____

Region: **8**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES							
		Total	W	B/AA	H/L	AI / NH		D	Total	W	B/AA	H/L	A	AI / NH		D	M	F	W	B/AA	H/L	A	AI/AN	NHOPi	D
						AN	OPI							AN	OPI										
Officials / Administrators	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%								

Grand Total Employees for Region 8:	Males: 0 0.00%	Females: 0 0.00%	Total Minorities: 0 0.00%
White: 0 0.00%	B/AA: 0 0.00%	H/L: 0 0.00%	Asian: 0 0.00%
			AI/AN: 0 0.00%
			NHOPI: 0 0.00%
			Disabled: 0 0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPi=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: 0
 Affirmative Action Group: **WOMEN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: 0
 Affirmative Action Group: **HISPANIC or LATINO** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **ASIAN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: 0
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: 0
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	0	0	0	0	0	0	0	0
Availability Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 9/**District 8**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	10,090	39.62%	75	29.71	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	56	28.72%	25	7.18	Agency Workforce.
				<hr/> 100	<hr/> 29.51	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	2,000	7.85%	75	5.89	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	45	23.08%	25	5.77	Agency Workforce.
				<hr/> 100	<hr/> 9.33	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	385	1.51%	75	1.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	5	2.56%	25	0.64	Agency Workforce.
				<hr/> 100	<hr/> 1.42	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	100	0.39%	75	0.29	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	2	1.03%	25	0.26	Agency Workforce.
				<hr/> 100	<hr/> 0.44	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	20	0.08%	100	0.08	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.06	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,470	70	0.27%	100	0.27	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	195	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.22	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 9/**District 8**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	38,115	22,725	59.62%	50	29.81	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	30	35.71%	50	17.86	Agency Workforce.
				<u>100</u>	<u>38.13</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	38,115	3,625	9.51%	50	4.76	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	29	34.52%	50	17.26	Agency Workforce.
				<u>100</u>	<u>17.61</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	38,115	784	2.06%	100	2.06	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>1.65</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	38,115	450	1.18%	50	0.59	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	1	1.19%	50	0.60	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.95	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	38,115	40	0.10%	100	0.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.08	

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	38,115	29	0.08%	100	0.08	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	84	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.06	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 9/District 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	6,130	3,680	60.03%	80	48.03	U. S. Census Bureau / American Community Survey.	
2. Those promotable, trainable, and transferable in the region.	17	10	58.82%	20	11.76	Agency Workforce.	
				<hr/>	100	47.83	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	6,130	635	10.36%	80	8.29	U. S. Census Bureau / American Community Survey.	
2. Those promotable, trainable, and transferable in the region.	17	10	58.82%	20	11.76	Agency Workforce.	
				<hr/>	100	16.04	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics	
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %		
1. Those having requisite skills in the region.	6,130	133	2.17%	100	2.17	U. S. Census Bureau / American Community Survey.	
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%	0	0.00	Agency Workforce.	
				<hr/>	100	1.74	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,130	75	1.22%	100	1.22	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.98	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,130	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	6,130	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 9/District 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	144	67.29%	100	67.29	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>53.83</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	12	5.61%	100	5.61	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>4.49</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	1	0.47%	100	0.47	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.37</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
**AMERICAN INDIAN and
 ALASKA NATIVE**
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
**NATIVE HAWAIIAN or OTHER
 PACIFIC ISLANDER**
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	214	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 9/District 8
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	77,520	34,035	43.90%	100	43.90	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>35.12</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	77,520	10,990	14.18%	100	14.18	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>11.34</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 9/District 8
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	77,520	2,495	3.22%	100	3.22	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>2.57</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	77,520	929	1.20%	100	1.20	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.96</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	77,520	99	0.13%	100	0.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.10</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 9/**District 8**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	77,520	10	0.01%	100	0.01	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.01</u>	Availability Percent.

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **9/District 8**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	NHOPI	D	Total	W	B/AA	H/L	A	AI/AN	NHOPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	66	46	40	5	0	1	0	0	1	20	17	2	0	0	1	0	0	69.70%	30.30%	86.36%	10.61%	0.00%	1.52%	1.52%	0.00%	1.52%
Professionals	128	92	69	17	5	1	0	0	1	36	27	9	0	0	0	1	71.88%	28.13%	75.00%	20.31%	3.91%	0.78%	0.00%	0.00%	1.56%	
Technicians	67	47	31	15	0	1	0	0	3	20	16	4	0	0	0	0	70.15%	29.85%	70.15%	28.36%	0.00%	1.49%	0.00%	0.00%	4.48%	
Protective Service																										
Para-professionals	17	7	0	7	0	0	0	0	0	10	7	3	0	0	0	0	41.18%	58.82%	41.18%	58.82%	0.00%	0.00%	0.00%	0.00%	0.00%	
Office / Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	247	244	230	13	1	0	0	0	1	3	2	1	0	0	0	0	98.79%	1.21%	93.93%	5.67%	0.40%	0.00%	0.00%	0.00%	0.40%	
TOTAL	525	436	370	57	6	3	0	0	6	89	69	19	0	0	1	0	83.05%	16.95%	83.62%	14.48%	1.14%	0.57%	0.19%	0.00%	1.33%	

Grand Total Employees for Region 9:		Males:	436	Females:	89	Total Minorities:	86
			83.05%		16.95%		16.38%
White:	439	B/AA:	76	H/L:	6	Asian:	3
	83.62%		14.48%		1.14%		0.57%
						AI/AN:	1
							0.19%
						NHOPI:	0
							0.00%
						Disabled:	7
							1.33%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN** Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	29.51	38.13	47.83		53.83	54.72	0.00	35.12
Number Needed for Parity	19	48	32		9	0	0	86
Number of Affirmative Action Group Members Already Employed	20	36	20		10	0	0	3
Underutilization	P	12	12		P	P	P	83

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	9.33	17.61	16.04		4.49	8.03	0.00	11.34
Number Needed for Parity	6	22	10		0	0	0	28
Number of Affirmative Action Group Members Already Employed	7	26	19		10	0	0	14
Underutilization	P	P	P		P	P	P	14

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	1.42	1.65	1.74		0.37	1.85	0.00	2.57
Number Needed for Parity	0	2	1		0	0	0	6
Number of Affirmative Action Group Members Already Employed	0	5	0		0	0	0	1
Underutilization	P	P	1		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	0.44	0.95	0.98		0.00	0.95	0.00	0.96
Number Needed for Parity	0	1	0		0	0	0	2
Number of Affirmative Action Group Members Already Employed	1	1	1		0	0	0	0
Underutilization	P	P	P		P	P	P	2

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	0.06	0.08	0.00		0.00	0.20	0.00	0.10
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 9/District 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	66	128	67	EMPLOYED BY CMS	17	0	0	247
Availability Percent	0.22	0.06	0.00		0.00	0.02	0.00	0.01
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 10/**District 7**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	13,615	4,500	33.05%	75	24.79	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	27	23.28%	25	5.82	Agency Workforce.
				<u>100</u>	<u>24.49</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	13,615	79	0.58%	75	0.44	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	1	0.86%	25	0.22	Agency Workforce.
				<u>100</u>	<u>0.52</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
1. Those having requisite skills in the region.	13,615	33	0.24%	100	0.24	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.19</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	13,615	154	1.13%	100	1.13	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.90	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	13,615	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	1	0.86%	100	0.86	Agency Workforce.
				<hr/> 100	0.69	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	13,615	4	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	116	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	0.02	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 10/**District 7**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	10,700	61.25%	50	30.62	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	21	36.21%	50	18.10	Agency Workforce.
				<u>100</u>	<u>38.98</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	299	1.71%	50	0.86	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	1	1.72%	50	0.86	Agency Workforce.
				<u>100</u>	<u>1.37</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	119	0.68%	100	0.68	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>0.54</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	283	1.62%	100	1.62	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 1.30	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	4	0.02%	50	0.01	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	1	1.72%	50	0.86	Agency Workforce.
				<hr/> 100	<hr/> 0.70	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	17,470	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	58	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 10/**District 7**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	2,880	1,915	66.49%	80	53.19	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	9	64.29%	20	12.86	Agency Workforce.
				<hr/> 100	<hr/> 52.84	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	2,880	25	0.87%	100	0.87	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.69	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	2,880	10	0.35%	100	0.35	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.28	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,880	54	1.88%	100	1.88	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					1.50	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,880	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	2,880	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	14	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
WOMEN
 Region: 10/**District 7**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	6,025	84.40%	75	63.30	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	3	100.00%	25	25.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	70.64	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	1,215	17.02%	100	17.02	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	13.62	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	174	2.44%	100	2.44	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	1.95	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
ASIAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	46	0.64%	100	0.64	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.52	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	6	0.08%	100	0.08	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.07	

AGENCY: [IL Department of Transportation](#)
 Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	7,139	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	3	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	0	Availability Percent.
					0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 10/**District 7**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	21,535	43.23%	100	43.23	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 34.58	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	534	1.07%	100	1.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.86	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	840	1.69%	100	1.69	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 1.35	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	380	0.76%	100	0.76	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.61	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	43	0.09%	100	0.09	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.07	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 10/**District 7**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	49,815	8	0.02%	100	0.02	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	100	Availability Percent.
					0.01	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **10/District 7**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	51	40	39	0	1	0	0	0	0	11	11	0	0	0	0	0	0	78.43%	21.57%	98.04%	0.00%	1.96%	0.00%	0.00%	0.00%	0.00%
Professionals	72	57	56	1	0	0	0	0	0	15	15	0	0	0	0	0	1	79.17%	20.83%	98.61%	1.39%	0.00%	0.00%	0.00%	0.00%	1.39%
Technicians	44	32	31	0	0	0	1	0	0	12	12	0	0	0	0	0	0	72.73%	27.27%	97.73%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%
Protective Service																										
Para-professionals	11	5	5	0	0	0	0	0	0	6	6	0	0	0	0	0	1	45.45%	54.55%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
Office / Clerical	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	1	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	145	145	142	1	1	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	97.93%	0.69%	0.69%	0.69%	0.00%	0.00%	0.00%
TOTAL	326	279	273	2	2	1	1	0	0	47	47	0	0	0	0	3	85.58%	14.42%	98.16%	0.61%	0.61%	0.31%	0.31%	0.00%	0.92%	

Grand Total Employees for Region 10:		Males: 279 85.58%	Females: 47 14.42%	Total Minorities: 6 1.84%
White: 320 98.16%	B/AA: 2 0.61%	H/L: 2 0.61%	Asian: 1 0.31%	AI/AN: 1 0.31%
			NHOPI: 0 0.00%	Disabled: 3 0.92%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN** Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	24.49	38.98	52.84		70.64	54.78	0.00	34.58
Number Needed for Parity	12	28	23		7	1	0	50
Number of Affirmative Action Group Members Already Employed	11	15	12		6	3	0	0
Underutilization	1	13	11		1	P	P	50

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	0.52	1.37	0.69		13.62	1.04	0.00	0.86
Number Needed for Parity	0	0	0		1	0	0	1
Number of Affirmative Action Group Members Already Employed	0	1	0		0	0	0	1
Underutilization	P	P	P		1	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	0.19	0.54	0.28		1.95	0.59	0.00	1.35
Number Needed for Parity	0	0	0		0	0	0	1
Number of Affirmative Action Group Members Already Employed	1	0	0		0	0	0	1
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	0.90	1.30	1.50		0.52	0.50	0.00	0.61
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	1
Underutilization	P	P	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	0.69	0.70	0.00		0.07	0.21	0.00	0.07
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	1		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 10/District 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	51	72	44	EMPLOYED BY CMS	11	3	0	145
Availability Percent	0.02	0.00	0.00		0.00	0.01	0.00	0.01
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
WOMEN
 Region: 11/**District 9**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,250	5,595	36.69%	75	27.52	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	28	22.22%	25	5.56	Agency Workforce.
				100	26.46	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,250	295	1.93%	75	1.45	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	6	4.76%	25	1.19	Agency Workforce.
				100	2.11	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	15,250	202	1.32%	75	0.99	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	1	0.79%	25	0.20	Agency Workforce.
				100	0.95	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	15,250	117	0.77%	100	0.77	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.61	

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	15,250	54	0.35%	75	0.27	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	1	0.79%	25	0.20	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.37	

AGENCY: [IL Department of Transportation](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	-----
1. Those having requisite skills in the region.	15,250	4	0.03%	100	0.03	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	126	0	0.00%	0	0.00	Agency Workforce.
				-----	-----	Availability Percent.
				100	0.02	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
WOMEN
 Region: 11/**District 9**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	15,825	61.25%	50	30.63	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	15	30.61%	50	15.31	Agency Workforce.
				<u>100</u>	<u>36.75</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	749	2.90%	50	1.45	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	5	10.20%	50	5.10	Agency Workforce.
				<u>100</u>	<u>5.24</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	388	1.50%	100	1.50	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>1.20</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
ASIAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	748	2.90%	100	2.90	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 2.32	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	80	0.31%	50	0.15	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	1	2.04%	50	1.02	Agency Workforce.
				<hr/> 100	<hr/> 0.94	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	25,835	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	49	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 0	<hr/> 0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
WOMEN
 Region: 11/**District 9**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	4,850	3,435	70.82%	80	56.66	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	6	75.00%	20	15.00	Agency Workforce.
				<hr/> 100	<hr/> 57.33	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	4,850	148	3.05%	80	2.44	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	2	25.00%	20	5.00	Agency Workforce.
				<hr/> 100	<hr/> 5.95	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	#	#	%	%	%	
	-----	-----	-----	-----	-----	-----
1. Those having requisite skills in the region.	4,850	12	0.25%	100	0.25	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	0	0.00%	0	0.00	Agency Workforce.
				<hr/> 100	<hr/> 0.20	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
ASIAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,850	95	1.96%	100	1.96	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	1.57	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,850	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

AGENCY: [IL Department of Transportation](#)
 Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	4,850	0	0.00%	0	0.00	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	8	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				0	0.00	

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
WOMEN
 Region: 11/**District 9**
 Facility:

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	23,750	44.10%	100	44.10	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>35.28</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	3,200	5.94%	100	5.94	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>4.75</u>	Availability Percent.

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
HISPANIC or LATINO
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	1,518	2.82%	100	2.82	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<u>100</u>	<u>2.25</u>	Availability Percent.

Availability Percent Worksheet

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
ASIAN
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	303	0.56%	100	0.56	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.45	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
AMERICAN INDIAN and ALASKA NATIVE
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	98	0.18%	100	0.18	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.15	

AGENCY: [IL Department of Transportation](#)
 Category: Service-Maintenance

Affirmative Action Group:
NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
 Region: 11/**District 9**
 Facility: 0

FACTORS	A	B	C	D	E	Source of Statistics
	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	
1. Those having requisite skills in the region.	53,860	39	0.07%	100	0.07	U. S. Census Bureau / American Community Survey.
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				<hr/>	<hr/>	Availability Percent.
				100	0.06	

Workforce Analysis by Region

Agency: Illinois Department of Transportation

Reporting Period: FY 2013

Region: **11/District 9**

EEO Category	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI / AN	NH OPI	D	Total	W	B/AA	H/L	A	AI / AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	D
Officials / Administrator	43	31	30	0	1	0	0	0	0	12	10	1	0	1	0	0	0	72.09%	27.91%	93.02%	2.33%	2.33%	2.33%	0.00%	0.00%	0.00%
Professionals	86	67	63	3	1	0	0	0	0	19	19	0	0	0	0	0	77.91%	22.09%	95.35%	3.49%	1.16%	0.00%	0.00%	0.00%	0.00%	
Technicians	40	31	28	2	0	0	1	0	0	9	8	1	0	0	0	1	77.50%	22.50%	90.00%	7.50%	0.00%	0.00%	2.50%	0.00%	2.50%	
Protective Service																										
Para-professionals	9	3	2	1	0	0	0	0	0	6	5	1	0	0	0	0	33.33%	66.67%	77.78%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	
Office / Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	127	124	115	7	0	0	2	0	3	3	3	0	0	0	0	0	97.64%	2.36%	92.91%	5.51%	0.00%	0.00%	1.57%	0.00%	2.36%	
TOTAL	305	256	238	13	2	0	3	0	3	49	45	3	0	1	0	1	83.93%	16.07%	92.79%	5.25%	0.66%	0.33%	0.98%	0.00%	1.31%	

Grand Total Employees for Region 11:		Males: 256 83.93%	Females: 49 16.07%	Total Minorities: 22 7.21%
White: 283 92.79%	B/AA: 16 5.25%	H/L: 2 0.66%	Asian: 1 0.33%	AI/AN: 3 0.98%
			NHOPI: 0 0.00%	Disabled: 4 1.31%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **WOMEN**

Region 11/District 9

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	26.46	36.75	57.33		67.52	0.00	0.00	35.28
Number Needed for Parity	11	31	22		6	0	0	44
Number of Affirmative Action Group Members Already Employed	12	19	9		6	0	0	3
Underutilization	P	12	13		P	P	P	41

Agency: Illinois Department of Transportation
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN**

Region 11/District 9

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	2.11	5.24	5.95		13.62	0.00	0.00	4.75
Number Needed for Parity	0	4	2		1	0	0	6
Number of Affirmative Action Group Members Already Employed	1	3	3		2	0	0	7
Underutilization	P	1	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **HISPANIC or LATINO**

Region 11/**District 9**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	0.95	1.20	0.20		1.95	0.00	0.00	2.25
Number Needed for Parity	0	1	0		0	0	0	2
Number of Affirmative Action Group Members Already Employed	1	1	0		0	0	0	0
Underutilization	P	P	P		P	P	P	2

Agency: Illinois Department of Transportation
 Affirmative Action Group: **ASIAN**

Region 11/**District 9**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	0.61	2.32	1.57		1.95	0.00	0.00	0.45
Number Needed for Parity	0	1	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0		0	0	0	0
Underutilization	P	1	P		P	P	P	P

Utilization Analysis

Agency: Illinois Department of Transportation
 Affirmative Action Group: **AMERICAN INDIAN and ALASKA NATIVE**

Region 11/**District 9**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	0.37	0.94	0.00		0.07	0.00	0.00	0.15
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	1		0	0	0	2
Underutilization	P	P	P		P	P	P	P

Agency: Illinois Department of Transportation
 Affirmative Action Group: **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER**

Region 11/**District 9**

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Office/ Clerical	Skilled Craft	Service/ Maintenance
Present Number of Employees	43	86	40	EMPLOYED BY CMS	9	0	0	127
Availability Percent	0.02	0.00	0.00		0.00	0.00	0.00	0.06
Number Needed for Parity	0	0	0		0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0		0	0	0	0
Underutilization	P	P	P		P	P	P	P

Underutilization Summary by IDHR Region

Name of Agency: Illinois Department of Transportation

Fiscal Year: 2014

Region	Officials and Administrators						Professionals						Technicians						Protective Service Workers					
	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI
1	15	P	P	P	P	P	46	P	P	P	P	P	17	P	P	P	P	P	0		0	0	0	0
2	7	1	1	P	P	P	7	P	P	2	P	P	17	P	P	1	P	P	0	0	0	0	0	0
3	5	P	P	P	P	P	12	P	P	1	P	P	7	P	P	P	P	P	0	0	0	0	0	0
4																								
5	9	2	P	P	P	P	12	P	P	P	P	P	16	1	P	P	P	P	0	0	0	0	0	0
6	7	P	P	1	P	P	3	P	P	6	P	P	14	P	1	2	P	P	0	0	0	0	0	0
7	1	P	P	P	P	P	2	P	P	P	P	P	57	P	P	P	1	P	0	0	0	0	0	0
8																								
9	P	P	P	P	P	P	12	P	P	P	P	P	12	P	1	P	P	P	0	0	0	0	0	0
10	1	P	P	P	P	P	13	P	P	P	P	P	11	P	P	P	P	P	0	0	0	0	0	0
11	P	P	P	P	P	P	12	1	P	1	P	P	13	P	P	P	P	P	0	0	0	0	0	0
Total	45	3	1	1	0	0	119	1	0	10	0	0	164	1	2	3	1	0	0	0	0	0	0	0

Region	Paraprofessionals						Office and Clerical						Skilled Craft Workers						Service-Maintenance					
	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI	Women	B/AA	H/L	A	AI/AN	NHOPI
1	P	P	P	P	P	P	P	P	P	P	P	P	2	P	8	P	P	P	165	P	103	18	P	P
2	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	57	8	17	P	P	P
3	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	45	P	8	1	P	P
4																								
5	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	44	6	8	P	P	P
6	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	38	10	4	2	P	P
7	P	P	1	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	64	4	3	1	P	P
8																								
9	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	83	14	P	2	P	P
10	1	1	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	50	P	P	P	P	P
11	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	41	P	2	P	P	P
Total	1	1	1	0	0	0	0	0	0	0	0	0	2	0	8	0	0	0	587	42	145	24	0	0

Total underutilization for Women: 918

Total underutilization for Black or African American: 48

Total underutilization for Hispanic or Latino: 157

Total underutilization for Asian: 38

Total underutilization for American Indian and Alaska Native: 1

Total underutilization for Native Hawaiian or Other Pacific Islander: 0

Total Underutilization: 1,162

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than ten employees in the EEO category in that region, leave that box blank.

W= Women B/AA = Black or African American H/L = Hispanic or Latino A = Asian AI/AN = American Indian and Alaska Native HNOPI= Native Hawaiian or Other Pacific Islander

SECTION THREE

Agency Goals

PROGRAM GOALS

NARRATIVE

Program goals are developed in conjunction with the problems identified in the Illinois Department of Transportation's (IDOT) internal and external workforce analysis. These goals identify problems, set goals and objectives, and develop action items that will enhance IDOT's ability to achieve these goals and objectives. Program goals become the department's fiscal year strategy to address concerns such as underutilization of protected class groups in hiring, recruitment, upward mobility, and adverse impact.

The program goal is a broad category that describes the area to be addressed. Within each identifiable problem area, a goal is developed broadly describing the area of concern. In addition, an objective is developed that delineates the specific intentions of the goal.

Action items state in specific detail which steps will be taken to achieve the objective. The assignment of responsibility section identifies the individual or area within the department accountable for carrying out the action item. The target date for completion is the date the action item should be accomplished. The monitoring procedure outlines the process whereby a review is conducted to determine whether the objective is being met per the target date.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Protected Class Employment

As of June 30, 2013, women were underutilized in all Equal Employment Opportunity job categories except Office/Clerical. African Americans or Blacks were underutilized in the following categories: Officials/Administrators, Paraprofessionals and Service-Maintenance. Hispanics or Latinos were underutilized in the following categories: Officials/Administrators, Technicians, Paraprofessionals, Skilled Craft Workers and Service-Maintenance. Asian Americans were underutilized in the following categories: Officials/Administrators, Professionals, Technicians and Service-Maintenance. American Indians and Alaska Natives were underutilized in the Officials/Administrators and Technicians category.

B. GOAL:

Increase the number of protected class individuals within the EEO job categories that are underutilized.

C. OBJECTIVE:

Work with management to capitalize on opportunities to fill vacancies by promoting or hiring qualified protected class members underutilized within the EEO job categories whenever possible and encourage managers to utilize protected class employees in available acting capacities to prepare them for promotions to fill vacancies.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Email and fax appropriate job postings to minority and women's community organizations.	Bureau of Civil Rights and Office of Diversity Recruitment Outreach	Ongoing
2. Calculate, quarterly, the number and percentage of protected class employees promoted into higher level EEO job categories.	Bureau of Civil Rights and Bureau of Information Processing.	Ongoing
3. Evaluate, quarterly, the number and percentage of protected class employees promoted into higher level EEO job categories.	Bureau of Civil Rights, and Information Processing	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
4. Distribute to directors and regional engineers a quarterly summary of promotion and hiring of underutilized protected classes categorized by EEO job classifications within each region.	Bureau of Civil Rights	Ongoing
5. Provide quarterly information to the Secretary of IDOT that reflects the status of promotion and hiring of underutilized protected members.	Bureau of Civil Rights	Ongoing
6. Network with various professional and community organizations (e.g., NAACP, HACIA, ILBCC, SWE) to identify qualified minority and women applicants.	Bureau of Civil Rights and Office of Diversity Recruitment Outreach	Ongoing
7. Recruit nationally; semiannually for protected class Civil Engineers.	Bureau of Personnel Management and Office of Diversity Recruitment Outreach	Ongoing
8. Work with educational institutions and veteran's organizations to identify qualified, protected class applicants.	Bureau of Personnel Management, Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing

D. MONITORING PROCEDURES

1. Review the Vacancy Report monthly to look for positions to fill with underutilized protected class members.
2. Use the quarterly workforce analysis and various Illinois Department of Human Rights (IDHR) quarterly reports to analyze progress.
3. Meet regularly with the Office of Diversity Recruitment and Outreach to monitor the success of the recruitment progress and assist in developing strategies to assist in same.
4. Use the hiring and promotion monitors to analyze progress.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Highway Maintainer Positions

There are insufficient numbers of protected class veterans and non-veterans on the Central Management Services (CMS) Highway Maintainer eligibility list, which is used to select individuals for these vacant IDOT positions.

B. GOAL:

Increase the number of protected class veterans and non-veteran applicants interviewed and ultimately hired as Highway Maintainers.

C. OBJECTIVE:

Employ more protected class veterans and non-veterans for Highway Maintainer positions by identifying schools that offer commercial drivers license (CDL) classes and encouraging these individuals to obtain certification through these institutions so that they can be considered for employment.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Work in conjunction with the Office of Diversity Recruitment and Outreach to identify protected class veterans.	Bureau of Civil Rights	Ongoing
2. Meet with Illinois Department of Employment Security (IDES) and discuss their Veterans Recruitment Program.	Office of Diversity Recruitment and Outreach	Ongoing
3. Meet with Veteran's Coordinator and Central Management Services.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
4. Develop information packets to disseminate to potential applicants.	Office of Diversity Recruitment and Outreach	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
5. Attend career fairs sponsored by minority, women's and veteran organizations.	Office of Diversity Recruitment and Outreach	Ongoing
6. Update IDOT administrators on proposed programs.	Bureau of Civil Rights, IDOT personnel	Ongoing
7. Work continuously with schools already identified that offer CDL classes and identify additional Schools.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing

D. **MONITORING PROCEDURES**

1. Work closely with the Office of Diversity Recruitment and Outreach to monitor the progress of our developed strategies to attain our action items.
2. Work closely with CMS, IDES and Veterans Affairs to ensure that the veterans enrolled in CDL classes meet CMS standards for veterans' preference.
3. Contact school officials, regularly, to obtain updates on participants' progress.
4. Obtain copies of grades when class participants take Highway Maintainer exams.
5. Monitor interview and hiring ratios of program participants through IDOT's hiring and promotion monitor.
6. Work closely with IDOT personnel to ensure that all qualified minority and women applicants who apply are interviewed.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Suspension of African American or Black Males

African American or Black males employed in the Service-Maintenance category are suspended at a higher rate than their representation in the workforce. This information has been documented for the past several years.

B. GOAL:

Review Suspension Reports and form a committee to assist in the implementation of a strategy to reduce the number of suspensions of African American or Black males.

C. OBJECTIVE:

Decrease infractions involving African American or Black males, which lead to discipline so that suspension rates are not greater than their representation in the workforce.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Monitor Suspension Reports statewide.	Bureau Chief of Civil Rights and Labor Relations	Ongoing
2. Submit quarterly report of suspensions to the Civil Rights Committee.	Bureau Chief of Civil Rights and Labor Relations	Ongoing
3. Develop baseline criteria for disciplinary actions.	Bureau Chief of Civil Rights and Labor Relations	February 2014
4. Develop a training program for line supervisors on disparate treatment and equitable distribution in discipline.	Bureau Chief of Civil Rights and Labor Relations	January 2014
5. Create a committee to review and monitor proposed suspensions of African American or Black males prior to issuance of discipline to ensure equity.	Regional Engineers, Bureau Chief of Civil Rights and the Manager of Labor Relations	December 2013

D. MONITORING PROCEDURES

1. Monitor disparities and inconsistencies in which discipline is being issued.
2. Discuss periodic findings with the Civil Rights Committee and with appropriate IDOT management.
3. Implement a plan of action.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Disparate Treatment

African American or Black and Hispanics or Latino Highway Maintainers were more likely to be disciplined than their white counterparts.

B. GOAL:

Work with Labor Relations to monitor suspensions among African American or Black and Hispanic or Latino Highway Maintainers to achieve equity in the administration of discipline.

C. OBJECTIVE:

Work closely with Labor Relations to ensure that discipline received by African American or Black and Hispanic and Latino Highway Maintainers is equitable and to decrease the number of suspensions among them.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Develop a plan for the Secretary of IDOT to be notified of potential disciplinary actions taken against all African American or Black and Hispanic and Latino males, especially those classified as Highway Maintainers.	Bureau Chief of Civil Rights and Labor Relations	December 2013
2. Develop a plan to notify the Bureau of Civil Rights of potential disciplinary actions against all African American or Black and Hispanic and Latino males.	Bureau Chief of Civil Rights and Labor Relations	December 2013
3. Conduct yard audits and meet with Highway Maintainers to inform about their rights and responsibilities to ensure a discrimination free work environment.	Bureau Chief of Civil Rights	November 2013

D. Monitoring Procedure

1. Review personnel transactions quarterly.
2. Review disciplinary reports continuously.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Student Internship Program

Identify high school students in protected class groups with an aptitude for engineering, engineering technology and computer science.

B. GOAL:

Place more high school students in protected class groups with an aptitude for engineering, engineering technology and computer science in the IDOT student internship program.

C. OBJECTIVE:

Work with the Office of Diversity Recruitment and Outreach to develop an ongoing program that identifies high school students (with emphasis on protected classes) in their junior year, who have an interest and aptitude for engineering and/or computer science work.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Place information about civil engineering, engineering technology or computer science programs on websites in schools where protected class individuals attend.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
2. Secure approval for the program from the Chief of Office of Diversity Recruitment and Outreach and the Director of Highways.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
3. Meet with key personnel in the Division of Highways and the Office of Finance and Administration.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
4. Meet with appropriate personnel within School District 186, the Illinois Math and Science Academy and the Capital Area Career Center.	Bureau of Civil Rights and Division of Highways	Ongoing
5. Help selected students to identify colleges that have civil engineering, engineering technology or computer science programs.	Bureau of Civil Rights and Division of Highways	Ongoing

D. Monitoring Procedures

1. Conduct quarterly meetings with the appropriate IDOT program administrators and school administrators.
2. Meet regularly with the Office of Diversity Recruitment and Outreach to monitor the progress of the program.
3. Meet with students when they complete the program to obtain feedback regarding their experience.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Workforce Diversity

In some EEO job categories, reflected in the underutilization summary, IDOT needs to increase its employment of protected groups represented in the general population of Illinois.

B. GOAL:

Achieve a more diverse workforce by increasing and retaining individuals in protected classes for EEO job categories that are underutilized.

C. OBJECTIVE:

Work with the Office of Diversity Recruitment and Outreach and with IDOT management to capitalize on opportunities to fill vacancies by hiring and promoting qualified protected class individuals.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Monitor hiring ethics to ensure compliance with EEO objectives.	Bureau Chief of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
2. Provide information to the directors, quarterly, which shows the status of personnel transactions for protected class members.	Bureau of Civil Rights	Ongoing
3. Review disability hires and reasonable accommodations on a quarterly basis to ensure fairness in hiring.	Bureau Chief of Civil Rights, the ADA Coordinator	Ongoing
4. Work with community-based organizations for referrals of qualified protected class candidates.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
5. Network with professional organizations (local colleges & universities, professional engineering organizations, etc.) to identify qualified applicants in protected class groups as vacancies occur.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing

D. Monitoring Procedure:

Conduct periodic meetings during the fiscal year with the Office of Diversity Recruitment and Outreach and upper level IDOT management to check on the status of recruitment and hiring.

PROGRAM GOALS

A. AREA TO BE ADDRESSED: Job Development and Training for Persons with Disabilities

A major barrier to full-time permanent employment in IDOT for individuals with disabilities is the lack of appropriate and effective transitional job training and employment opportunities within offices, divisions and bureaus. There is an underutilization of 169 people with disabilities

B. GOAL:

Secure full-time permanent positions within IDOT's office, divisions and bureaus for participants in IDOT's Students with Disabilities Program. In addition, seek other opportunities for people with disabilities in other office, divisions and bureaus.

C. OBJECTIVE:

Work with offices, divisions and bureaus to transition participants in the Students with Disabilities Program into their offices by increasing job training and employment opportunities.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Identify opportunities for training within each region and within the Central Office that could provide potential training opportunities which would lead to permanent employment.	Bureau of Civil Rights, Office of Diversity Recruitment and Outreach, the Bureau of Personnel Management	Ongoing
2. Ensure there is no conflict with the Collective Bargaining Agreement, which would hinder employment opportunities for students with disabilities.	Bureau of Civil Rights, Office of Diversity Recruitment and Outreach, Office of Labor Relations, the Bureau of Personnel Management	Ongoing
3. Hire 169 people with disabilities	Bureau of Civil Rights and Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing to June 30, 2014

D. MONITORING PROCEDURES

1. Conduct a follow up on each student at least once per month.

2. Assign a buddy to each participant of the Students with Disabilities program that has been permanently placed in a full time position. The buddy will provide constant monitoring.

NUMERICAL GOALS

NARRATIVE

The Illinois Department of Transportation's (IDOT) numerical goals are developed by calculating the underutilization of Women, Black or African American, Hispanic or Latino, Asian American, American Indian and Alaskan Native and Native Hawaiian or Other Pacific Islander within IDOT's five regions (nine districts) and the Central Office. Goals for seven of the Equal Employment Opportunity (EEO) categories are calculated per instructions provided by the Illinois Department of Human Rights (IDHR). Numerical goals must be established for the fiscal year by quarter and encompass total underutilization.

Parity or "P" as denoted in the Utilization Analysis means that protective class group members employed in the hiring bureau equal the rate of protected class group members in the labor market for the listed EEO job category.

A manager in the hiring bureau should not only review its bureau's hiring status for protected class groups, but should also discuss the overall EEO employment picture with respect to its office, division or district with his/her immediate supervisor. Parity in and of itself does not necessarily remove the responsibility of a manager to continue to strive to achieve Affirmative Action throughout all phases of IDOT.

IDOT will demonstrate a good-faith effort to decrease underutilization. This will be accomplished by remaining cognizant of the need to employ qualified minorities and women within EEO categories as they are underutilized.

NUMERICAL GOALS

A. AREA TO BE ADDRESSED: Women Employment

The Illinois Department of Transportation (IDOT) needs to increase its employment of women to reflect the number in the general population of Illinois. IDOT has an underutilization of nine hundred eighteen (918) women.

B. GOAL:

To employ nine hundred eighteen (918) women as follows: forty-five (45) in the Officials/Administrators Category, one hundred nineteen (119) in the Professionals Category, one hundred sixty-four (164) in the Technicians Category, one (1) in the Paraprofessionals Category, two (2) in the Skilled Craft Workers Category and five hundred eighty-seven (587) in the Service-Maintenance Category.

C. OBJECTIVE:

Create new and maintain current partnerships with women’s organizations to contact when vacancies occur, so they can inform qualified women applicants in a timely manner that vacancies exist.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Work with recruiting sources in all regions to create a pool of organizations to contact for qualified women applicants.	Office of Diversity Recruitment and Outreach	Ongoing
2. Disseminate appropriate information on a timely basis to women’s advocacy and professional organizations, such as Society of Women Engineers, American Assn. of University Women, etc.).	Office of Diversity Recruitment and Outreach	Ongoing
3. Implement recruitment practices, which target women and disseminate requirements for entry-level civil engineer and other positions.	Bureau of Civil Rights, Bureau of Personnel Management, and Office of Diversity Recruitment and Outreach	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
4. Post information about vacancies on websites that cater to women	Office of Diversity Recruitment and Outreach	Ongoing
5. Employ forty-five (45) Officials/Administrators, one hundred nineteen (119) Professionals, one hundred sixty four (164) Technicians, one (1) Paraprofessional, two (2) Skilled Craft Workers and five hundred eighty-seven (587) Service Maintenance.	Bureau of Personnel Management and Office, District Personnel and Central Office Administrators	Ongoing through June 30, 2014

D. MONITORING PROCEDURES

Obtain monthly, computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports and agency hiring/promotion monitors submitted to the Illinois Department of Human Rights (IDHR) to analyze progress. The Bureau of Civil Rights and the Office of Diversity Recruitment and Outreach will conduct this review. These entities will make policy recommendations as necessary.

NUMERICAL GOALS

A. AREA TO BE ADDRESSED: African American or Black Employment

IDOT needs to increase its employment of African Americans or Blacks to reflect the number in the general population of Illinois. IDOT has an underutilization of forty-eight (48) African Americans or Blacks.

B. GOAL:

To employ forty-eight (48) African Americans or Blacks as follows: three (3) in the Officials/Administrators Category, one (1) in the Professionals Category, one (1) in the Technician Category, one (1) in the Para-Professionals Category and forty-two (42) in the Service-Maintenance Category.

C. OBJECTIVE:

Create new and maintain current partnerships with African American or Black organizations to contact when vacancies occur, so they can inform qualified African American or Black applicants in a timely manner that vacancies exist.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Disseminate vacancy announcements to colleges with high concentrations of African American or Black college graduates.	Office of Diversity Recruitment and Outreach	Ongoing
2. Work with recruiting sources in the region (e.g. colleges & universities, local Urban League, Natl. Society of Black Engineers, NAACP, etc.), to create a pool of qualified African American or Black applicants.	Office of Diversity Recruitment and Outreach	Ongoing
3. Utilize the networking system of the Illinois Affirmative Action Officers Association, the American Association for Affirmative Action and the IDOT Professional and Academic Alliance, to gain more access to qualified African American or Black applicants.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
4. Post more information about IDOT's workforce diversity efforts on the Diversity Matters webpage.	Office of Communications	Ongoing
5. Post information about vacancies on websites that cater to African Americans or Blacks.	Office of Diversity Recruitment and Outreach	Ongoing
6. Employ three (3) Officials/ Administrators, one (1) Professional, one (1) Technician, one (1) Para- Professionals and forty-two (42) Service-Maintenance.	Bureau of Personnel Management, District Personnel and Central Office Administrators	Ongoing through June 30, 2014

A. MONITORING PROCEDURES

Obtain monthly, computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports and agency hiring/promotion monitors submitted to IDHR to analyze progress. Both the Bureau of Civil Rights and the Office of Diversity Recruitment and Outreach will conduct this review. These entities will make policy recommendations as necessary.

NUMERICAL GOALS

A. AREA TO BE ADDRESSED: Hispanic or Latino Employment

IDOT needs to increase its employment of Hispanics or Latinos to reflect the number in the general population of Illinois. IDOT has an underutilization of one hundred fifty-seven (157) Hispanics or Latinos.

B. GOAL:

To employ one hundred fifty-seven (157) Hispanics or Latinos as follows: one (1) in the Officials/Administrators Category, two (2) in the Technicians Category, one (1) in the Paraprofessional Category, eight (8) in the Skilled Craft Workers Category and one hundred forty-five (145) in the Service-Maintenance Category.

C. OBJECTIVE:

Create new and maintain current partnerships with Hispanic or Latino organizations to contact when vacancies occur, so they can inform qualified Hispanic and Latino applicants in a timely manner that vacancies exist.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Utilize Hispanic or Latino recruitment sources to disseminate requirements for entry-level civil engineer positions.	Bureau of Civil Rights, Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing
2. Work with recruiting sources in the region (e.g. Society of Hispanic Professional Engineers, colleges & universities, etc.) where underutilization is identified to create a pool of qualified Hispanic or Latino applicants.	Office of Diversity Recruitment and Outreach	Ongoing
3. Network with Hispanic or Latino organizations and provide information regarding entry-level positions.	Office of Diversity Recruitment and Outreach	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
4. Disseminate diversity information to Hispanic or Latino organizations and college placement officers.	Bureau of Civil Rights and Office of Diversity Recruitment and Outreach	Ongoing
5. Post more information about IDOT's workforce diversity efforts on the Diversity Matters webpage.	Office of Communications	Ongoing
6. Post information about vacancies on websites that cater to Hispanics or Latinos.	Office of Diversity Recruitment and Outreach	Ongoing
7. Advertise on Hispanic or Latino media about job opportunities at IDOT.	Office of Diversity Recruitment and Outreach	Ongoing
8. Employ one (1) Officials/ Administrators, two (2) Technicians, one (1) Paraprofessional, eight (8) Skilled Craft Workers and one hundred forty-five (145) Service-Maintenance.	Bureau of Personnel Management, District Personnel and Central Office Administrators	Ongoing through June 30, 2014

D. MONITORING PROCEDURES

Obtain monthly, computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports and agency hiring/promotion monitors submitted to IDHR to analyze progress. Both the Bureau of Civil Rights and the Office of Diversity Recruitment and Outreach will conduct this review. These entities will make policy recommendations as necessary.

NUMERICAL GOALS

A. AREA TO BE ADDRESSED: Asian American Employment

IDOT needs to increase its employment of Asian Americans to reflect the number in the general population of Illinois. IDOT has an underutilization thirty-eight (38) Asian Americans.

B. GOAL:

To employ thirty-eight (38) Asian Americans as follows: one (1) in the Officials/ Administrators Category, ten (10) in the Professionals Category, three (3) in the Technicians Category and twenty-four (24) in the Service-Maintenance Category.

C. OBJECTIVE:

Create new and maintain current partnerships with Asian American organizations to contact when vacancies occur, so they can inform qualified Asian Americans in a timely manner that vacancies exist.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Utilize Asian American recruitment sources (e.g. NAAAP, etc.), to disseminate requirements for entry-level civil engineer and other positions.	Bureau of Civil Rights, Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing
2. Disseminate appropriate information on a timely basis to Asian American organizations.	Bureau of Civil Rights, Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing
3. Utilize Asian American recruitment sources to disseminate requirements for entry-level college graduate positions.	Bureau of Civil Rights, Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
4. Utilize the networking system of the Illinois Affirmative Action Officers Association, the American Association for Affirmative Action, the Asian American Human Services, Asian American recruiting sources and the IDOT Professional and Academic Alliance.	Bureau of Civil Rights, Bureau of Personnel Management and Office of Diversity Recruitment and Outreach	Ongoing
5. Employ one (1) Officials/ Administrators, ten (10) Professionals, three (3) Technicians and twenty-four (24) Service- Maintenance.	Bureau of Personnel Management, District Personnel and Central Office Administrators	Ongoing through June 30, 2014

D. Monitoring Procedures

Obtain monthly, computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports and agency hiring/promotion monitor submitted to IDHR to analyze progress. Both the Bureau of Civil Rights and the Office of Diversity Recruitment and Outreach will conduct this review. These entities will make policy recommendations as necessary.

NUMERICAL GOALS

A. AREA TO BE ADDRESSED: American Indian and Alaska Native Employment

IDOT needs to increase its employment of American Indians and Alaska Natives to reflect the number in the general population of Illinois. IDOT has an underutilization of one (1) American Indians and Alaska Natives.

B. GOAL:

To employ one (1) American Indians and Alaska Natives as follows: one (1) in the Technician Category.

C. OBJECTIVE:

Compile a list of American Indians and Alaska Natives organizations to contact when vacancies occur, to inform qualified American Indians and Alaska Natives applicants in a timely manner that vacancies exist.

<u>Action Items</u>	<u>Assigned Responsibility</u>	<u>Target Date</u>
1. Work with Chicagoland area and Region 3 recruiting sources to generate a pool of qualified American Indians and Alaska Natives applicants.	Bureau of Civil Rights, Bureau of Personnel Management, and Office of Diversity Recruitment and Outreach	Ongoing
2. Disseminate diversity information on a timely basis to American Indians and Alaska Natives applicants Organizations.	Bureau of Civil Rights, Bureau of Personnel Management, and Office of Diversity Recruitment and Outreach	Ongoing
3. Employ one (1) Technician.	Bureau of Personnel Management, District Personnel and Central Office Administrators	Ongoing through June 30, 2014

D. MONITORING PROCEDURES

Obtain monthly, computerized printouts from the Bureau of Information Processing of all personnel transactions such as new hires, promotions, etc. Use quarterly reports and agency hiring/promotion monitors submitted to IDHR to analyze progress. Both the Bureau of Civil Rights and the Office of Diversity Recruitment and Outreach will conduct this review. These entities will make policy recommendations as necessary.

SECTION FOUR

Complaint Process

COMPLAINT PROCESS

The Secretary of Transportation's policy statement and the Illinois Department of Transportation (IDOT) affirms its commitment to a policy of Equal Employment Opportunity through the implementation of a Complaint Investigation Process to promote the internal resolution of applicant and employee complaints of alleged discrimination. It is the belief of IDOT that the establishment of this Complaint Investigation Process shall provide an internal avenue of redress to resolve complaints of alleged civil rights violations while informing applicants and employees of their right to file a complaint externally.

To that end, supervisors and managers are responsible for the resolution of valid complaints of civil rights violations within their organizational level. The Bureau of Civil Rights shall advise and support management by investigating the complaints, documenting the facts, presenting the findings and making recommendations to resolve the dispute. Allegations of inappropriate behavior that do not constitute civil rights violations will be referred to labor relations or management.

All employees will follow IDOT policies and procedures as stated in Chapter 10-3 Section C and Chapter 17-3 Section E of the policy manual when allegations of civil rights violations occur.

10-3 C. Civil Rights Violations. An employee shall not engage in actions which constitute a violation of federal and state laws and Executive Orders. Examples of conduct which could constitute such violations are: sexual harassment, racial harassment, sexually or racially-offensive remarks/materials, discrimination on the basis of an individual's race, color, national origin, religion, age, sex, marital status, disability, unfavorable discharge from military service or any other non-merit factor. See also Chapter 2: Equal Employment Opportunity/Affirmative Action for further information.

17-3 E. Civil Rights Violations: Disciplinary action involving matters that represent a potential violation of the Illinois Human Rights Act or federal Civil Rights Act shall be treated as follows:

1. Any Office/Division/Bureau that receives a complaint against an employee alleging an act which constitutes a potential violation of the Illinois Human Rights Act or the federal Civil Rights Act shall immediately report such matter to the department's Bureau of Civil Rights. Employees may file a complaint directly with the Bureau of Civil Rights.
2. The Bureau of Civil Rights shall investigate the matter and report its investigation to the Civil Rights Committee.
3. Employees shall be allowed scheduled time during working hours, with no deduction of their pay or benefit time which is of a reasonable duration, to present their complaints. Such time shall not interfere with the operations of the department.
4. The Civil Rights Committee shall consist of the following persons: the Secretary or his/her designee, the Chief Counsel, the Director of Finance and Administration or his/her designee and the Bureau Chief of Civil Rights.

5. The Civil Rights Committee shall review all information concerning the alleged violation, including but not limited to the investigative reports prepared by the Bureau of Civil Rights investigators and shall have the authority to interview witnesses and discuss the matter with the employee's supervisor(s).
6. Subsequent to review, the Committee shall make the following recommendations to the Secretary:
 - a. whether the employee has committed a violation of department policy; and
 - b. the range of discipline that can be imposed, if such a violation has occurred.
7. The Secretary shall review the Committee's recommendations and impose discipline based on the range of discipline provided by the Committee or return the matter to the Committee for further review.
8. Once the Secretary has set the discipline to be imposed, the Director of Finance and Administration in conjunction with the bureau where the complaint originated shall implement the discipline.
9. An employee who is disciplined pursuant to a recommendation by the Committee shall retain all grievance rights set forth in this Chapter or the employee's applicable collective bargaining agreement.

RESOLUTION

Attempts will be made to resolve issues informally before a complaint has been filed. Both parties will be given an opportunity to present their side of the issue. Successful resolution of the issue will close the complaint. If warranted, the resolution will be documented and presented in the form of a Settlement Agreement. If the issues are not resolved, the Complainant may use the internal and/or external complaint process.

INTERNAL COMPLAINTS

Any person alleging to be aggrieved by a discriminatory practice may complete IDOT's Employment Discrimination Complaint form and forward it to the Bureau of Civil Rights. Employees are encouraged to complete the internal complaint form and return the signed form along with any documents substantiating the allegations within ninety (90) days of the alleged discriminatory or harassing practice to the Bureau of Civil Rights.

Procedure

Any office/division/bureau that receives a complaint against an employee alleging an act that constitutes a potential violation of the Illinois Human Rights Act or federal Civil Rights Act shall immediately report such matter to the department's Bureau of Civil Rights. Employees may file a complaint directly with the Bureau of Civil Rights.

Once the complaint form is received, it is logged into the Bureau of Civil Rights Tracking System (BCR tracking system). A file is established and the matter is assigned to a staff investigator. Within two (2) working days after receipt of the complaint, notification of receipt is forwarded to

the Complainant, the office where the alleged violation occurred, the director of that office/division, and the Secretary of Transportation.

In addition, the Complainant will be notified if additional information/documentation is necessary.

Investigation

Management is asked to respond to the allegations of the complaint within ten (10) working days of receipt. The response shall entail the verification of information with the immediate supervisor, collection of all documentation related to the complaint and additional information deemed necessary.

As for sexual harassment complaints, the investigation procedures previously outlined in Chapter 17, of IDOT's Personnel Policies Manual will be followed.

Options

The Complainant may withdraw or amend all or a portion of the complaint during the investigation. Items may be added to the complaint as long as they are written within three hundred (300) days of the alleged infraction.

The complaint may be dismissed after the investigation has concluded if a preponderance of the evidence indicates that there is no merit to the complaint or the issue is not a civil rights issue.

Counseling

Throughout the investigation process, management and the Complainant are kept apprised of the status of the investigation. Counseling is an integral component of the investigation process. Both the Complainant and the Respondent are involved.

Conciliation

The Bureau Chief of Civil Rights shall conduct and coordinate conciliation efforts by conferring with the appropriate parties in an attempt to secure a reasonable settlement. A conciliation conference may be convened where all parties may attend or may be represented to propose, discuss and agree to a resolution of the complaint.

If the complaint cannot be satisfactorily resolved at this level, the Bureau Chief of Civil Rights shall document the efforts made to resolve the complaint. The Bureau Chief shall provide a written explanation of the reasons why the complaint was not able to be resolved to the director of the particular office/division/bureau involved and the Civil Rights Committee.

Investigation Findings

All documentation will be compiled and presented to the Civil Rights Committee along with recommendations from the Bureau of Civil Rights.

The use of this internal Complaint Investigation Process does not preclude the employee from filing a complaint directly with the Illinois Department of Human Rights (IDHR) within one hundred eighty (180) days of the alleged violation or with the Equal Employment Opportunity Commission (EEOC) within three hundred (300) days of the alleged violation. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

EXTERNAL COMPLAINTS

An external charge is one that is filed with IDHR or the EEOC. A person who feels he or she has suffered direct harm from an alleged discriminatory conduct or practice may file a charge with either agency.

Procedure

All written complaints received from IDHR or the EEOC will be logged into the BCR tracking system before they can be processed. Once it is logged in, a file is established and it is assigned to a staff investigator. Within two (2) working days after receipt of the complaint, notification of receipt is forwarded to the Complainant, the office where the alleged violation occurred and the director of that division. In addition, the Complainant will be notified if additional information/documentation is necessary.

Investigation

Management is asked to respond to the allegations of the complaint within ten (10) working days of receipt. The response shall entail the verification of information with the immediate supervisor, collection of all documentation related to the complaint and supplementation of additional information if deemed necessary. The response received from management is reviewed and analyzed for its thoroughness. Additional information such as evaluations, time sheets, etc. may be required. Meetings will be scheduled with management, the Complainant and witnesses in an effort to obtain all related facts. Investigation procedures previously outlined in IDOT's Personnel Policies Manual will be followed.

Conciliation

The Bureau of Civil Rights shall conduct and coordinate conciliation efforts by conferring with the parties in an attempt to secure a settlement. A conciliation conference may be convened which all parties may attend in person or by a representative to propose, discuss and agree to a resolution of the complaint.

If the complaint can be resolved, the terms of the settlement are forwarded to IDHR or the EEOC, and a formal settlement is compiled and signed by all appropriate individuals. If the complaint cannot be satisfactorily resolved, the complaint will follow the normal process required by IDHR or the EEOC.

Response to IDHR or the EEOC

IDHR requires that the department respond to the charge with a position statement and provide a verified response to the allegations contained in the charge within sixty (60) days of the date the charge was filed. (A verified response includes a notarized statement that information submitted to IDHR is correct.)

Correspondence is then forwarded to the investigating agency, which includes all relevant documents. The Complainant receives a copy of the verified response. The investigation process can be continued after the position statement has been submitted to the enforcement agency in an effort to effect conciliation.

The EEOC requires the department to respond to the charge within thirty (30) days of the date the charge was perfected.

Fact-Finding Conference

IDHR will schedule a fact-finding conference. The attendees will include management cited in the alleged violation, personnel from the Bureau of Civil Rights assigned to investigate the complaint, the Complainant and the Bureau Chief of Civil Rights. The EEOC usually does not require a fact-finding conference.

Determination

IDHR has three hundred sixty-five (365) days to conduct its investigation. If IDHR determines that there is no substantial evidence and dismisses the charge, the Complainant may request a review by the Chief Legal Counsel of IDHR within thirty (30) days of receipt of the notice of dismissal. If no complaint or dismissal is issued in 365 days, Complainant may file their own complaint with the Human Rights Commission (HRC) within 30 days of day 365.

If IDHR determines that there is substantial evidence, an IDHR attorney will be designated to conciliate. If conciliation is unsuccessful, a complaint can be filed with the HRC where a public hearing by an Administrative Law Judge will preside. If conciliation is successful, a settlement agreement will be processed.

Mediation

IDHR and the EEOC offer a mediation program. The mediation programs are free, fast, provide an opportunity for both parties to present their side of the issue and the mediator is neutral.

If management within the office/division/bureau where the complaint is filed agrees to mediation, the Director of the Office of Business and Work force Diversity will be notified. Once the Director has granted approval, IDHR or the EEOC will be notified.

The mediation program is designed to settle the dispute immediately without deciding the merits of the charge. Successful mediation results in settlement and closure of the complaint. If the mediation is not successful, the complaint will continue to be processed and investigated by IDHR or the EEOC.

CONTACTS

The addresses and telephone numbers of IDOT's Bureau of Civil Rights, IDHR and the EEOC are as follows:

1. Illinois Department of Transportation
Bureau of Civil Rights
2300 Dirksen Parkway, Room 317
Springfield, Illinois 62764
(217) 782-2762
TTY (217) 524-4875

2. Illinois Department of Human Rights
222 South College, Room 101
Springfield, Illinois 62704
(217) 785-5100
TTY (866) 740-2953
3. Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, Illinois 60601
(312) 814-6200
4. Illinois Department of Human Rights
Marion State Regional Office Building
2309 W. Main Street, Suite 112
Marion, Illinois 62959
(618) 993-7463
(618) 993-7464 (Fax)
5. The Equal Employment Opportunity Commission
500 West Madison Street, Suite 2800
Chicago, Illinois 60661
(312) 353-2713
TTY (312) 869-8001
6. The Equal Employment Opportunity Commission
1222 Spruce Street, Room 8-100
St. Louis, Missouri 63103
(314) 539-7800
TTY (314) 425-6547



To submit a complaint to the Illinois Department of Transportation, please print and complete the following form, sign and return to:

Illinois Department of Transportation
Bureau of Civil Rights
2300 South Dirksen Parkway, Suite 317
Springfield, Illinois 62764

For questions or a full copy of the Illinois Department of Transportation's Title VII/EEO and Nondiscrimination Policies and Complaint Procedures, please submit a written request to the above address, visit <http://www.dot.il.gov/cr/crforms.html> or call (217) 782-2762.

SECTION I

Name:		Email Address:		Home Phone #:	
Street Address:		City:		State:	Zip:
IDOT District or Office:					

SECTION II

1. Are you filing this Complaint on your own behalf? Yes (go to Section III) No (go to #2)

2. If you answered "No" to question 1, please describe your relationship to the person (Complainant) for whom you are filing and why you are filing for a third party.

3. Have you obtained permission of the aggrieved party (Complainant) to file this Complaint on his or her behalf? Yes No

SECTION III

1. Have you previously filed a Discrimination Complaint with the Illinois Department of Transportation? Yes No

2. Have you filed this Complaint with any other federal, state, or local agencies or with any state or federal court? Yes No

If "Yes", please check all that apply:

Federal Agency State Court
 Federal Court Local Agency
 State Agency

3. If filed at an agency and/or court, please provide information for your point of contact at the agency/court where the

--

If yes, please provide an explanation below:

7. Please list any person(s) we may contact for additional information to support or clarify your Complaint:

Street Address:	City:	State:	Zip:
-----------------	-------	--------	------

SECTION V

PLEASE NOTE: The Illinois Department of Transportation cannot accept your Complaint without a signature.

I affirm that I have read the above charge and it is true to the best of my knowledge.

Complainant's Signature: _____ **Date:** _____

Printed or Typed Name of Complainant: _____

SECTION FIVE

Disability Program



Illinois Department of Transportation

Office of the Secretary
2300 South Dirksen Parkway / Springfield, Illinois / 62764
Telephone 217/782-5597

REASONABLE ACCOMMODATION Policy Statement

In compliance with the U.S. Americans with Disabilities Act of 1990, as amended by the Americans with Disabilities Act Amendments Act of 2008, it is the policy of the Illinois Department of Transportation (IDOT) to provide reasonable accommodations for qualified applicants or employees with disabilities. IDOT will abide by all applicable federal and state laws, regulations, rules and guidelines regarding the provision of reasonable accommodations required to afford equal employment opportunity to qualified, disabled individuals. Such accommodations will be provided in a timely and cost-effective manner when the accommodation does not impose an undue hardship. Employment opportunities shall not be denied because of the need to make reasonable accommodations to an individual's disability.

Under state and federal law, IDOT is responsible for ensuring that an employee or applicant is protected against discrimination if he or she is currently afflicted with a condition, which constitutes a disability, has a history of affliction with such a condition, is perceived to have a disability, or has a known relationship or association with a disabled individual.

The department's Acting Civil Rights Bureau Chief, Karen Ward, Esq. or the Americans with Disabilities Act Resource Information Coordinator, David B. Dailey, can provide further information. They can be contacted by phone at (217) 782-2762.

Ann L. Schneider

Ann L. Schneider
Secretary

10/3/13
Date

AFFIRMATIVE ACTION FOR EMPLOYING PERSONS WITH DISABILITIES

Pursuant to Section 2-105 of the Illinois Human Rights Act, state agencies are required to set numerical goals for persons with disabilities. These goals are calculated by using the external availability of persons with disabilities within the state of Illinois as delineated by the 2010 census.

As with other affirmative action groups, the Illinois Department of Transportation (IDOT) is expected to set overall hiring goals for persons with disabilities and attainable goals for the fiscal year.

The 2010 census indicates that disabled individuals constitute 4.43% of the persons in the Illinois labor force. As of June 30, 2013, IDOT had a total workforce of five thousand three hundred eighty-nine (5,389) full-time permanent employees of which sixty-five (65) were designated employees with disabilities.

As of that date, disabled employees constituted approximately 1.20% of IDOT's workforce, which is currently underutilized by 169 as compared to the state of Illinois labor force number.

During FY 2014, various IDOT facilities will be evaluated to determine whether there is physical access for disabled employees. Where barriers are identified, a plan of action will be implemented to address the problems.

IDOT has over 200 facilities around the state of Illinois and will conduct surveys periodically to assess what needs to be modified to provide physical access. If the Department of Central Management Services (CMS) owns the facility, IDOT will inform CMS about the problem and ask for a remedy.

In instances where IDOT conducts testing for applicants or employees, the department will ensure that reasonable accommodations will be made upon request.

In addition, job descriptions will be reviewed by the appropriate offices to determine whether any language contained in the description(s) tends to screen out applicants with disabilities.

Mr. David B. Dailey, the Americans with Disabilities Act Employee Assistance Specialist, can provide further information upon request at David.Dailey@Illinois.gov.

Labor Force Analysis for People with Disabilities

Agency: **Illinois Department of Transportation**

Fiscal Year: **2014**

Total Employees: 5,281

▲ Total employees in IDOT.

Percent of People with Disabilities in Illinois Labor Force: 4.43%

Labor Force Number: 234

▲ This number is derived by taking total IDOT employees multiplied by the percent of disabled persons in the Illinois labor force.

Number of Employees with Disabilities in Agency: 65

▲ Number of disabled employees in IDOT as of June 30, 2013.

Underutilization: 169

▲ This line shows the number of disabled people IDOT is underutilized by and which there is a goal to work towards.

REASONABLE ACCOMMODATION

A. Definition

The term “reasonable accommodation” is defined as a:

1. modification or adjustment to a job application process that enables a qualified applicant with a disability to be considered for the position such qualified applicant desires;
2. modification or adjustment to the work environment or to the manner or circumstances under which the position held or desired is customarily performed that enables a qualified individual with a disability to perform the essential functions of that position; or
3. modification or adjustment that enables a covered entity’s employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

In those instances where IDOT conducts pre-employment examinations in the form of a skills test during the interview process, IDOT will provide reasonable accommodations as necessary.

B. Legal Obligation

1. An employer must provide a reasonable accommodation to the known physical or mental limitations of a qualified applicant or employee with a disability unless it can show that the accommodation would impose an undue hardship on the business.
2. The obligation to provide a reasonable accommodation applies to all aspects of employment. This duty is ongoing and may arise any time that a person’s disability or job changes.
3. An employer cannot deny an employment opportunity to a qualified applicant or employee because of the need to provide reasonable accommodation unless it would cause an undue hardship.
4. An employer does not have to make an accommodation for an individual who is not otherwise qualified for a position.
5. Generally, it is the obligation of an individual with a disability to request a reasonable accommodation.
6. A qualified individual with a disability has the right to refuse an accommodation. However, if the individual cannot perform the essential functions of the job without the accommodation, he/she may not be qualified for the job.

7. If the cost of an accommodation would impose an undue hardship on the employer, the individual with a disability should be given the option of providing the accommodation or paying that portion of the cost, which would constitute an undue hardship.

C. *Examples*

1. making facilities readily accessible to and usable by an individual with a disability;
2. restructuring a job by reallocating or redistributing marginal job functions;
3. altering when or how an essential job function is performed;
4. part-time or modified work schedules;
5. obtaining or modifying equipment or devices;
6. modifying examinations, training materials or policies;
7. providing qualified readers and interpreters;
8. reassignment to a vacant position;
9. permitting use of accrued paid leave or unpaid leave for necessary treatment;
10. providing reserved parking for a person with a mobility impairment; and
11. allowing an employee to provide equipment or devices that an employer is not required to provide.

The examples of reasonable accommodation do not cover the full range of accommodations because each request for accommodation must be determined on an individual basis. However, a reasonable accommodation must take into consideration the specific abilities and functional limitations of the individual and the specific functional requirement of a particular job.

D. *Exceptions*

1. personal accommodations, such as wheel chairs or hearing aids;
2. superfluous accommodations, such as providing a chauffeur rather than cab fare for a blind employee whose position requires traveling; and
3. unreasonable accommodations such as hiring two full-time employees to fill one position.

E. *An Employee's Responsibilities*

A disabled applicant or employee seeking an accommodation must apprise the employer of the existence of his or her disability and submit medical documents if requested. The disabled person must also cooperate in the discussion of various accommodations.

Generally, the disabled employee must request an accommodation to be eligible for one. However, when an employee's need for accommodation is obvious, an employer must consider accommodation even if no request arises.

F. *Employer Assistance*

The following organizations can assist employers in identifying possible accommodation:

1. Abledata
2. Advocacy agencies representing disabled persons
3. Association for Retarded Citizens
4. Chicago Lighthouse for the Blind
5. Department of Employment Security
6. Department of Human Rights
7. Department of Human Services
8. Federal agencies enforcing Section 503 and Section 504 of the Rehabilitation Act of 1973
9. Job Accommodation Network (JAN)
10. Illinois Department on Aging
11. Secretary of State
12. Sheltered workshops
13. Centers for Independent Living
14. United Cerebral Palsy
15. Veterans Administration
16. Vocational Rehabilitation Agencies

PHYSICAL ACCESS AUDIT

The Illinois Department of Transportation (IDOT) offers programs, activities, and/or services to the public from sixty-one (61) different facilities throughout the state of Illinois. IDOT's central office, located at the Harry R. Hanley Building (Hanley Building), has undergone major modifications of the front walkway to bring the facility within ADA compliance. The main entry-way grade was changed to 5% or less along with a resting area halfway up to the primary walkway. The curb cuts at either end of the lot adjacent to the disabled parking area(s). They have been modified along with new walkways leading from disabled spaces linking up with the primary walkway. In addition, disabled parking spaces have been increased to meet minimum standards.

Finally, striping has been completed in the interior stairwells of the Hanley Building to bring IDOT into compliance for persons with low-vision. Appropriate signage has been placed in the main lobby and basement area to inform the public of the location of telecommunication devices for the deaf.

IDOT uses the Illinois Department of Human Rights' Disability Survey Form to identify the need for emergency evacuation. When such need is identified, IDOT provides assistance as indicated.

PROCEDURE BARRIER NARRATIVE

A. Nondiscrimination in all Employment Practices

Illinois State Law requires that any employment criteria established by the agency to screen applicants should be reviewed before positions are filled to determine whether they would screen out applicants with disabilities. Employment criteria with a disparate impact on applicants with disabilities should be examined to determine if they are job related. If such criteria are not job related, they will be eliminated. Job descriptions will be reviewed before interviews are held to identify essential job duties.

B. The Americans with Disabilities Act (ADA) of 1990 prohibits discrimination against a qualified individual with a disability on the basis of disability in the following employment practices:

1. recruitment, advertising, and job application procedures;
2. hire, upgrade, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff and rehire;
3. rates of pay or any other form of compensation and changes in compensation;
4. job assignments, job classifications, organizational structures, position descriptions, lines of progression and seniority lists;
5. leaves of absence, sick leave or any other leave;
6. fringe benefits available by virtue of employment whether or not administered by the covered entity;
7. selection and financial support for training, including apprenticeships, professional meetings, conferences and other related activities and selection for leaves of absence to pursue training;
8. activities sponsored by a covered entity including social and recreational programs; and
9. any other term, condition or privilege of employment.

C. Definition

Within the ADA of 1990, disability is defined as:

A physical or mental impairment that substantially limits one or more of the individual's major life activities.

1. These include, but are not limited to the following:
 - a. physiologic disorders or conditions, cosmetic disfigurement or anatomical loss affecting these body systems: special sense organs, respiratory and speech organs, cardiovascular, reproductive, digestive, genitourinary, hemic/lymphatic, skin/endocrine;
 - b. any mental/psychological disorder such as mental retardation, organic brain syndrome, emotional/mental illness and specific learning disabilities; and
 - c. orthopedic, visual, speech, hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, MS, HIV+, cancer, heart disease, diabetes, drug addiction and alcoholism.
2. Disability does not include the following:
 - a. transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments or other sexual behavior disorders;
 - b. compulsive gambling, kleptomania or pyromania;
 - c. psychoactive substance use disorders resulting from current illegal use of drugs; and
 - d. homosexuality and bisexuality--these are not impairments and so are not disabilities as defined in this part.
3. A qualified individual is defined as an individual who:
 - a. has a physical or mental impairment which substantially limits one or more major life activities;
 - b. has a record of an impairment;
 - c. is regarded as having such impairment;
 - d. is associated with a disabled individual; and
 - e. has the requisite skill, experience, education, and other job-related requirements of the employment position such individual holds or desires, and who with or without reasonable accommodation, can perform the essential functions of such position.
4. These essential functions of the position are defined as the fundamental job duties of the employment position. Consider the following factors when determining essential functions:
 - a. whether the position exists to perform a particular function;
 - b. whether there are a number of other employees available to perform the job function; and

- c. whether there is a degree of expertise or skill required to perform the function.

D. Pre-Employment Inquiries -- Permissible v. Impermissible

The ADA prohibits an employer from making any pre-employment inquiries regarding an applicant's physical or mental disability.

According to the ADA, employers may ask about an applicant's ability to perform both essential and marginal job functions. However, employers may not refuse to hire an applicant with a disability because the applicant's disability prevents him or her from performing marginal functions.

1. Permissible Inquiries

- a. Employers may describe or demonstrate the job function and ask if the applicant can perform that function with or without reasonable accommodation.
- b. Employers may ask whether the applicant has a driver's license if driving is a job function but may not ask whether the applicant has a visual disability.
- c. Employers may also ask an applicant (including one with a known disability) to describe or demonstrate how, with or without reasonable accommodation, the applicant will be able to perform job-related functions. Generally, this must be asked of all applicants. If an applicant has a known disability that may interfere with the performance of a job-related function, then you can ask only that applicant about reasonable accommodation.

2. Impermissible Inquiries

- a. Employers may not use an application form that lists potentially disabling impairments and ask the applicant to check any of those which he/she may have.
- b. Employers may not ask how often individuals will require leave for treatment or use leave as a result of incapacitation because of their disability.
- c. Employers may not ask about an applicant's prior workers' compensation history.
- d. Employers may not ask if an individual has any disabilities or impairments which may affect their performance on the job.
- e. Employers may not ask information about the types of medication an individual is taking.

E. Pre-Employment Physical Examinations

1. Under the ADA, pre-employment medical examinations may only be given after a conditional offer of employment has been made to a particular individual. An employer can condition ultimate employment on successfully passing that exam.
2. Post-offer medical exams must be given to all offerees in the same job category as the applicant in question without regard to whether individuals have or do not have a disability.
3. Physical agility tests are not medical exams and can be given at any time in the employment process if all applicants for the position are required to take the exam.
4. Pre-employment drug screens are not medical exams and thus can be given at an earlier stage in the screening process. However, tests for use of drugs, alcohol, AIDS, etc. must meet the above requirements.
5. The ADA imposes strict record keeping and confidentiality requirements. Medical examination records must be kept separate from the personnel file and access is limited to the following:
 - a. supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;
 - b. first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and
 - c. government officials investigating compliance with this Act shall be provided relevant information on request.

Note that employers may submit information to state workers' compensation offices and second injury funds in accordance with state workers' compensation laws.

If an employer withdraws an offer of employment because of the medical examination, either the exclusionary criteria must not screen out individuals with disabilities, or they must also demonstrate that there is no reasonable accommodation that would permit the individual to perform the essential functions of the job.

F. ADA Amendments Act of 2009

On June 25, 2008, the United States House of Representatives overwhelmingly passed the ADA Amendments Act of 2009. This bill, formerly known as the ADA Restoration Act, is an important piece of legislation that disability advocates have been pushing Congress to pass for many years. This is due to the narrowing of the protections that Congress intended to give people with disabilities when they passed the ADA of 1990.

Over the years since the ADA was passed, court rulings have found that if a person's physical impairment only substantially limited his or her ability to work and not another

major life activity identified in the ADA the person did not qualify as being disabled. The Supreme Court ruled that “mitigating measures” which lessen the severity of an impairment – such as eyeglasses for a person with a visual impairment – must be taken into consideration when determining if an individual has a disability. This narrowing of protections for people with disabilities is not what Congress intended when the original ADA was enacted and this is what the ADA Amendments Act will undo.

The main purpose of the ADA Amendments Act is to provide a “clear and comprehensive national mandate for the elimination of discrimination” by reinstating the broad protections Congress intended to be available under the ADA. Other purposes of the ADA include rejecting the requirement that mitigating measures must be considered when deciding whether an impairment substantially limits a major life activity and reinstating a broad view of the “regarded as” portion of the definition of disability.

The “regarded as” definition of disability is very convoluted but will give an example to help illustrate who protects it. A good example is a person of short stature who an employer thinks is incapable of performing a job such as filing in tall cabinets due solely to the person’s short stature.

If that person can show that an employer discriminated against him or her on that basis, he or she will be able to meet the definition of a person with a disability regardless of whether or not his or her ability to perform the essential functions of the job are impaired by his or her short stature.

Disability Survey Form

The most current disability survey form can be found on the DHR website at: www.illinois.gov/dhr. On the right side of the DHR home page under agency features, please go to State Agency Liaison Unit. On the liaison unit's link, please go to "Other EEO/AA Report Forms" and then to "disability forms."

The State of Illinois-Disability Hiring Form can be found in the Appendix.

PROCEDURES FOR A REASONABLE ACCOMMODATION REQUEST

The following procedures have been developed to serve as an action plan for complying with the Americans with Disabilities Act (ADA) to process reasonable accommodation requests from employees:

1. The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor. If it is within the supervisor's authority to grant the accommodation request and he or she believes it to be a reasonable request, the supervisor may do so. Please submit a summary of the request providing details about the nature, cost, and resolution of the accommodation to the ADA Specialist, David Dailey, and/or the Bureau Chief of Civil Rights, Karen Ward. A copy of the request, if in writing, should also be forwarded. Mr. Dailey can be contacted at David.Dailey@illinois.gov or 217-782-2762. Ms. Ward can be contacted at Karen.Ward@illinois.gov.
2. If the requested accommodation is not one that is within the supervisor's authority to grant, the supervisor should consult the ADA Specialist. A copy of the request should be forwarded to the ADA Specialist for resolution. The employee should retain a copy of the request form in his or her files.
3. If requested by management, the employee shall submit medical documentation to support the need for an accommodation.
4. If the appropriate medical documentation and all other necessary documentation have been submitted, the Bureau of Civil Rights shall inform the employee, in writing within thirty-five (35) working days of receipt of the completed request form, of the decision to grant or deny the request.
5. If the accommodation is granted, the employee shall be apprised in writing of the status of the purchase or implementation of the request.
6. If approved, accommodation requests shall be implemented within six (6) months of receipt of the request, barring any extenuating circumstances.
7. If the accommodation request is denied at the ADA Specialist's level, the employee has the right to appeal the decision within 10 days to the Civil Rights Committee (CRC).
8. The employee can ask for review of the decision by the CRC. The CRC shall review all aspects of the request, including but not limited to, the need for accommodation, the resulting job enhancement, cost, medical documentation and doctor's recommendation. After a complete review of the matter, the CRC shall, within thirty-five (35) working days of the appeal request, notify the employee of its decision.

9. If the accommodation appeal request is denied, the employee may appeal to the Secretary or her designee. The Secretary's decision shall be final.
10. An employee who has been denied an accommodation has the right to file a complaint at the state level with the Illinois Department of Human Rights within one hundred eighty (180) days of the denial of the request. An employee may also file a complaint with the U.S. Equal Employment Opportunity Commission within three hundred (300) days of the denial of the request.
11. Any action taken on a reasonable accommodation request should be documented and shall be retained for one (1) year following final action in the matter.



The Department's Affirmative Action Plan indicates the Illinois Department of Transportation's intention to provide reasonable accommodation to any employee with a qualified disability. In order to ascertain the nature of the accommodation, attach medical documentation that clarifies your disability and submit it along with this form to the Department's ADA Resource Information Coordinator and the Civil Rights Office. You will be contacted to discuss your request.

1. Name _____

2. Job Title and Division _____

3. Supervisor _____

4. Nature and Severity of Disability _____

5. Type of Accommodation Sought _____

_____ Structural Modification of the Facility

_____ Work Schedule Modification

_____ Job Restructuring

_____ Reader or Interpreter Service

_____ Acquisition/Modification of Equipment

_____ Reassignment to vacant position for
which employee is qualified

_____ Other (specify) _____

_____ Flexible Leave Policy

6. Explain in what way your disability affects your capacity to: a) perform the job in question; b) make use of the employer facility; or c) attend or benefit from an employer-sponsored training program. State specifically the kind of accommodation you need.

7. I certify that all information is accurate to the best of my knowledge.

Employee's Signature

Date

Supervisor's Signature

Date

Civil Rights Officer

Date

ADA District/Division Coordinator

Date

ADA Information Resource Coordinator

Date

Approved _____ Disapproved _____

8. Explanation _____



**State of Illinois
Reasonable Accommodation Request for Applicants**

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustment to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. The procedures for accommodation request appear on the back of this form. Completed accommodation request forms should be submitted to the interviewing officer. The agency EEO/AA Officer and/or the ADA Coordinator can respond to questions about the accommodation process.

Name:	Interviewing Agency:
Home Address:	
Telephone:	Functional Limitations:

Type of Accommodation Needed

- Sign Language Interpreter for the Employment Interview
- Reader Service
- Accessible Interviewing Site
- Re-formatting of Examinations for Learning Disabled Applicant
- Examination Markers for Applicants with Limited Manual Dexterity
- Other (indicate type of accommodation needed) _____

Narrative Explanation

Describe how your functional limitation interferes with a portion of the preemployment process, e.g., applying, testing or interviewing. Explain how the requested accommodation would be used to enable you to complete the application process. (Use additional sheet if necessary).

Applicant's Signature:	Date:
------------------------	-------

Agency Action

Interviewing Officer's Determination Grant Deny

Remarks (If denied, provide explanation) _____

Final Agency Approval

Signature:	Date:
------------	-------

Accommodation Request Procedures for Applicants

Qualified applicants and employees with disabilities have the right to request reasonable accommodation under the law. Applicants may request accommodation to any stage of the application process, including the employment application, examination procedure or interviewing process. Note that the Department of Central Management Services is responsible for accommodations to its testing procedures.

Once an individual with a disability has been hired, he or she has the right to request accommodation to the work site, work schedule or work process that would enable him or her to perform the job in question. Procedures for applicants to follow in making an accommodation request are listed below. The EEO/AA Officer and/or the ADA Coordinator can provide additional information about the accommodation process within their agencies.

Procedures:

1. Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the agency EEO/AA Officer and/or the ADA Coordinator will complete accommodation request forms in the matter for purposes of processing and documenting the request.
2. Applicants shall submit accommodation requests to the interviewing officer. The interviewing officer should provide a copy of the form to the EEO/AA Officer and/or the ADA Coordinator. In cases where the EEO/AA Officer and/or the ADA Coordinator completes the form for the applicant with a disability, the EEO/AA Officer and/or the ADA Coordinator shall submit completed forms to the interviewing officer and retain a copy for him or herself.
3. A response to the request will be provided to the applicant within five days following receipt of the request by the interviewing officer.
4. If it is within the bounds of the authority of the interviewing officer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer and/or the ADA Coordinator.
5. If another official within the agency must be consulted in order for the accommodation to be provided, he or she will determine whether the agency will grant the request.
6. If the agency denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or the ADA Coordinator and/or external complaint with the Illinois Department of Human Rights within 180 days of the denial. An applicant may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days, or any appropriate government agency pursuant to their time frame.



To submit an accessibility concern or complaint to the Illinois Department of Transportation,
please print and complete this form, sign and mail to:

Illinois Department of Transportation
Bureau of Design and Environment
Attn: ADA Policy Engineer
2300 South Dirksen Parkway, Room 330
Springfield, Illinois 62764

or e-mail form as an attachment to dot.ada.complaint@illinois.gov

SECTION I

Complainant Name (or Third Party):	Address:	Apt. #:
City:	State:	Zip:
Phone #:	E-mail Address:	

SECTION II

When did the discrimination incident occur? Date(s):

Place where the discrimination occurred (Please include city, roadway name, intersection (if applicable), facility name and/or location if other than a roadway, i.e. rest area, pedestrian bridge, etc.):

Please describe in detail the nature of the complaint (include all parties that were involved): **Use additional page(s) if required and attach any documents you believe support your complaint.**

SECTION III

Has this complaint been filed with another private, federal, state, local agency, or legal entity? Yes No

If yes, please provide details below:

Complainant's Signature: _____ **Date:** _____

SECTION SIX

Laws

APPLICABLE EEO LAWS

The federal and state EEO laws, rules and regulations that affect the Illinois Department of Transportation are identified. When there is a discrepancy between federal law and state or local law; federal law supersedes the latter unless state or local law is more stringent.

A. FEDERAL LAWS:

1. **The Equal Pay Act of 1963, 29 U.S.C. § 206(d)**, prohibits discrimination based on sex in the payment of wages by employers. The EPA protects both men and women. It also protects administrative, professional and executive employees who are exempt under the Fair Labor Standards Act. Although it was passed as part of the Fair Labor Standards Act, it is given to the EEOC to enforce along with Title VII violations, but its coverage extend to employers with only two employees. Exceptions to the equal pay standard are allowed for (1) seniority systems; (2) merit systems; (3) incentive systems; and (4) factors other than sex. However, where illegal inequality is found, it may not be remedied by a reduction in the wages of the higher paid sex.
2. **The Civil Rights Act of 1964 (42 U.S.C. § 2000d-h)**, prohibits discrimination in employment based on race, color, national origin as well as religion and/or sex (but not including age or physical disability discrimination). This title applies to all employers, employment agencies, apprenticeship programs and labor unions whose activities affect interstate commerce, including state and local governments and including Americans working abroad for US-based employers. Employer must have 15 or more employees for each working day of 20 or more weeks in the current or prior year to apply this title.
3. **Title VI of the Civil Rights Act of 1964**, prohibits discrimination by government agencies that receive federal funds. If an agency is found in violation of Title VI, that agency may lose its federal funding. No person in the United States shall be excluded from participation in or otherwise discriminated against on the grounds of race, color, or national origin under any program or activity receiving federal financial assistance.
4. **Title VII of the Civil Rights Act of 1964**, prohibits discrimination by covered employers based on race, color, religion, sex or national origin. Title VII applies to and covers an employer "who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year." The Act does not apply to employers with 14 employees or less. Title VII also prohibits discrimination against an individual because of his or her association with another individual of a particular race, color, religion, sex, or national origin.
5. **The Age Discrimination in Employment Act of 1967 (ADEA) (29 U.S.C. § 621)**, prohibits discrimination based on age against employees or job applicants over the age of 40 years of age or older in the United States. The ADEA covers employers who have 20 or more employees for 20 weeks in a year, labor unions

with 25 or more members, and employment agencies. In 1974 it was amended to include state and local governments. Under the ADEA, it is unlawful to discriminate in hiring, firing or classifying of employees or job applicants, also unlawful is bias in want ads and referrals. The ADEA was amended in 1978 to expand the outer coverage from age 65 to 70, and amended again in 1986 to eliminate the outer age limit altogether.

6. **Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701 et seq.**, prohibits discrimination based on disability for entities receiving federal financial assistance. Section 504 states (in part): No otherwise qualified individual with a disability in the United States, as defined in section 705(20) of this title, shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service.
7. **The Pregnancy Discrimination Act of 1978 (42 U.S.C. § 2000e (k))**, prohibits discrimination based on pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations. This Act is an amendment to Title VII of the Civil Rights Act of 1964.
8. **The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (or VEVRAA, 38 U.S.C. § 4212)** is an Act of Congress in reference to Vietnam era veterans, disabled veterans, and any veterans who served active duty time during a war event that qualifies for a campaign badge. The law requires that employers with federal contracts or subcontracts of \$25,000 or more provide equal opportunity and affirmative action for Vietnam era veterans, special disabled veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.
9. **The Civil Rights Act of 1991, 42 U.S.C. § 1981 to § 1983**, amends Title VII by adding two new sections: "(b) For the purposes of this section, the term 'make and enforce contracts' includes the making, performance, modification, and termination of contracts, and the enjoyment of all benefits, privileges, terms, and conditions of the contractual relationship (c) The rights protected by this section are protected against impairment by non-governmental discrimination and impairment under color of state law."
10. **Americans with Disabilities Act of 1990 (ADA) (42 U.S.C. § 12101 et seq.)**, prohibits discrimination against persons with disabilities in private employment, public accommodations, transportation, state and local government services, and telecommunications. It covers employers in industries affecting commerce that have 15 or more employees for each working day in each of 20 or more calendar weeks in the preceding calendar year. The employment title of the law (Title I) prohibits employers from discriminating against a "qualified individual with a disability" regarding job applications, hiring, advancement, discharge, compensation, training, or other job-related privileges. In addition, employers are required to make any reasonable accommodation for such persons provided no "undue hardship" is imposed.

11. **Americans with Disabilities Act Amendments of 2008**, the ADAAA made changes to the definition of the term "disability", clarifying and broadening that definition—and therefore the number and types of persons who are protected under the ADA and other Federal disability nondiscrimination laws.
12. **The Family and Medical Leave Act of 1993 (FMLA), 29 U.S.C. §§ 2601-2654**, was enacted to accommodate the need for a more flexible workplace and to protect employees from discharge when they must take leave for a serious illness that renders the employee unable to perform the functions of his or her position. Or, the employee must care for a close family member, or for the birth, adoption or placement of a child.
13. **Executive Order 11246**, prohibits any entity with federal government contracts total \$10,000 or more in a 12-month period, from discriminating in employment based on race, color, religion, sex or national origin.
14. **Uniformed Services Employment and Reemployment Rights Act (USERRA)**, USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U.S. Department of Labor, Veterans Employment and Training Service (VETS) are authorized to investigate and resolve complaints of USERRA violations.
15. **Genetic Information Nondiscrimination Act of 2008**, this law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

B. ILLINOIS STATE LAWS:

1. **Illinois Human Rights Act, 775 ILCS 5/1-101**, prohibits discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations.
2. **The State Officials and Employees Ethics Act (Ethics Act), 5 ILCS 430/15-5 et. seq.**, provides protection to employees who: Disclose or threaten to disclose to their supervisor or any public body an act or omission that the employee reasonably believes to be a violation of law, rule or regulation by another employee; Provide information or testify before any public body conducting an investigation hearing or inquiry into a violation of law, rule, or regulations; or Assist or participate in a proceeding to enforce the Ethics Act.
3. **The Illinois Equal Pay Act of 2003, 820 ILCS 112/1**, prohibits employers with four or more employees from paying unequal wages to men and women performing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference

is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender. This law expands the federal Equal Pay Act of 1963 by covering more workers, providing better enforcement mechanisms and improving public awareness.

4. **The Illinois Civil Rights Act of 2003, 740 ILC 23/5** prohibits state, county, or local government in Illinois from discrimination by (1) excluding a person from participation in, deny a person the benefits of, or subject a person to discrimination under any program or activity on the grounds of that person's race, color, national origin, or gender; or (2) utilizing criteria or methods of administration that have the effect of subjecting individuals to discrimination because of their race, color, national origin, or gender.

SECTION SEVEN

Reporting and Record Keeping

REPORTING and RECORD-KEEPING

Explanation of the Hiring and Promotion Monitor and Exit Questionnaire

Hiring and Promotion Monitor

Section 2520.770 (h) of the Illinois Department of Human Rights (IDHR) Rules and Regulations requires agencies to use hiring and promotion monitors whenever personnel transactions occur. As stated in the rules: "No hire or promotion commitment shall be made until the agency EEO Officer or designee has reviewed and signed the monitor indicating approval of the transaction. In all transactions, the Secretary or designee shall sign and date the monitor, indicating approval. The Department of Central Management Services shall not complete any hire or promotion transaction if it has not received the approved monitor."

Exit Questionnaire

Each state entity shall provide an exit questionnaire according to Section 2520.770 (i) of IDHR's Rules.

- The employee has the option of completing the form. The EEO/AA Officer may obtain better cooperation in the exit interview process if he or she conducts an oral interview on the last day or encloses a self-addressed envelope marked confidential with the exit questionnaire form.
- The answers are confidential, will not be used against the employee, will not be available for reasons of prospective employment and will not be made a part of the employee's personnel file.
- The form will be maintained in a separate file by the EEO Officer for possible review by IDHR, or upon occasion, federal authorities.

HIRING MONITOR

Name of Agency: _____
 IDHR Region / (Facility): _____
 EEO Job Category: _____
 Title of Job to be filled: _____

Candidate's Name: _____
 Position Number: _____
 E-Par Number: _____
 Bid Number: _____
 Date of Hire: _____

1. Is the EEO category underutilized? If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____
 Asian: _____ American Indian and Alaska Native: _____
 Native Hawaiian or Other Pacific Islander: _____ Disabled: _____

2. Indicate: Race of person selected:

Sex: Veteran: Disability:

3. Number of individuals who applied or were on the list of eligible(s) _____

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian and Alaska Native	_____	_____	_____
_____ Native Hawaiian or Other Pacific Islanders	_____	_____	_____
_____ Disabled	_____	_____	_____
_____ Veterans	_____	_____	_____

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted?

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: with this hire. Remarks on reverse side.

 EEO/AA Officer _____
 Date

I approve of this hire

 Chief Executive Officer _____
 Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR

Name of Agency: _____ Candidate's Name: _____
 IDHR Region / (Facility): _____ Position Number: _____
 EEO Job Category: _____ E-Par Number: _____
 Title of Job to be filled: _____ Bid Number: _____
 Date of Promotion: _____

1. Is the EEO category underutilized? If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____
 Asian: _____ American Indian and Alaska Native: _____
 Native Hawaiian or Other Pacific Islander: _____ Disabled*: _____

2. Indicate the race and sex of person promoted:

3. Number of individuals who applied or were on the list of promotable(s): _____

Total by Category	# Invited	# Interviewed	# Selected
Women	_____	_____	_____
Black or African American	_____	_____	_____
Hispanic or Latino	_____	_____	_____
Asian	_____	_____	_____
American Indian and Alaska Native	_____	_____	_____
Native Hawaiian or Other Pacific Islanders	_____	_____	_____
Disabled	_____	_____	_____
Veterans	_____	_____	_____

4. Did it change the employee's EEO Job Category?
 If yes, from what EEO job Category?

5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.

6. Was the position posted?

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: with this promotion. Remarks on reverse side.

 EEO/AA Officer Date

I approve of this hire

 Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

Introduction

The EEO Statistics on the Interview Rating Sheet represents the number of protected class group members employed by an Office, Division or District within a particular EEO job category. The monitoring of EEO job categories as established by the U.S. Equal Employment Opportunity Commission is accomplished through the use of the following categories: Official/Administrator, Professional, Technician, Para-Professional, Protective Services, Office/Clerical, Skilled Craft and Service Maintenance (attached are the job titles by EEOC job categories for Technical and Code Employees).

The Illinois Department of Human Rights has determined that African Americans, Hispanics, Females, Asian/Pacific Islanders, Disabled Individuals and Native Americans/Alaskan Natives are underrepresented in the workforce of Illinois government. Consequently, the Department has been mandated to monitor and report its progress in achieving employment parity among all IDOT Personnel. To that end, the Interview Rating Sheet and the Candidate Evaluation Form must be utilized when hiring or promoting personnel through the competitive interview process.

Located on each of the required EEO Reports is a variety of information needed to enhance the competitive interview process.

Upon receipt of the Interview Rating Sheet note the heading "Underutilized" and if a "YES" or "NO" is located in the spaces below it. A "YES" means that the hiring Bureau is considered deficient and should exercise increased scrutiny when reviewing protected class applicants during the actual interview process and prior to final candidate selection. A "NO" means the hiring Bureau is in compliance with target levels of protected class members for this specific job category in the hiring Bureau. Still a level of scrutiny should be exercised when reviewing protected class applicants during the interview process.

The heading "Current Utilization" is reduced further by two subheadings: "Bureau," which represents the hiring Bureau and "Office/Division/District," which represents where the hiring Bureau is located within the Department. The numbers found in these spaces reflect the number of protected class group members that are employed as full-time permanent employees of the hiring Bureau and in the Office/Division/District within the EEO job category listed.

The headings "Quarterly Target" and "Annual Target" are also made up of two subheadings, "Bureau" and "Central Office/District." The numbers located in these spaces reflect the number of protected class group members needed to meet the quarterly and annual targets or goals for the hiring Bureau and organizational entity within the listed EEO job category. Parity ("P") means that protective class group members employed in the hiring Bureau equal the rate of protected class group members in the labor market for the listed EEO job category.

A manager in the hiring Bureau should not only review its Bureau's hiring status for protected class groups, but should also discuss the overall EEO employment picture with respect to its Office, Division or District with his/her immediate supervisor. Parity in and of itself does not necessarily remove the responsibility of a manager to continue to strive to achieve Affirmative Action throughout all phases of the Department.

Note: Please be advised that if under representation is present in any area of the Department, special emphasis must be made to overcome this for protected class groups.

Instructions for Completing the Interview Rating Sheet

General

The Bureau of Civil Rights shall enter the figures for the Bureau's current utilization and the Bureau's EEO/AA goal on the Interview Rating Sheet and send them to the originating office. The Civil Rights Office will also indicate the position title, EEO job category, where the position is located and whether or not the hiring Bureau is under utilizing African Americans, Hispanics, Females, Asian/Pacific Islander, Disabled Individuals or Native American/Alaskan Natives, prior to forwarding to the hiring official. The originating office should then make copies of the Interview Rating Sheets for all members of the interview team. Thus, the Civil Rights Office will be the only office which maintains a supply of this form.

Once the interviews are concluded and a selection has been made, the Interview Rating Sheet from each interviewer are to be forwarded to the Bureau of Civil Rights for review. No appointments shall be made until the selection has been reviewed by the Bureau Chief of Civil Rights.

Candidate Evaluation Form

One designated person from the originating office who is on the interview team must:

1. Enter the name, race, sex and social security number of the person interviewed and the Office/Division/District, Bureau, position title and position number.
2. Enter the hiring criteria for each rated area.
3. Indicate whether the candidate was selected by circling either "selection" or "non-selection."
4. Enter a clear and concise reason for selection or non-selection in the space provided.

Note: Non-definitive explanations of reasons for selection or non-selection will not be accepted by this office and the forms will be returned to the appropriate hiring officials for correction. Comments should accurately assess each candidate's overall ability to perform the mandates of the position based upon the position description and the specific skills and knowledge required to successfully perform. For example, comments such as "lacks technical knowledge and/or experience," "not as well-qualified as the candidate selected," "poor communication skills," "lacks problem solving abilities," will not be accepted. Comments should contain definitive explanations in each area rated, such as listing the specific strengths and weaknesses of each candidate, i.e. "candidate possesses strong oral communication skills, but is deficient in his/her writing skills," "candidate does not possess the math skills needed for this position."

Interview Rating Sheet

1. One designated person from the originating office must enter the predetermined areas to be evaluated or rated in the column entitled "Rated Areas" and the weight of each area under "Value". The "Rated Areas" and "Value" are defined prior to the interview. In addition, indicate the name of each person to be interviewed.
2. During the interview process, each interviewer will rate each candidate on the predetermined areas, record the ratings under the candidate's name corresponding with the area being rated and total the values.
3. Each interviewer must sign his/her "Interview Rating Sheet."



Interview Rating Sheet

Office/Division/District/Bureau _____ Title: _____ IPR No.: _____

Interview Dates: _____ EEO Job Category: _____ Interviewer's Signature: _____

	Under-utilized	Current Utilization		Quarterly Target		Annual Target	
	Yes/No	Bureau	Off./Div./Dst.	Bureau	Off./Div./Dst.	Bureau	Off./Div./Dst.
Female	_____	_____	_____	_____	_____	_____	_____
African American	_____	_____	_____	_____	_____	_____	_____
Hispanic	_____	_____	_____	_____	_____	_____	_____
Disabled	_____	_____	_____	_____	_____	_____	_____
Asian/Pacific Islander	_____	_____	_____	_____	_____	_____	_____
Native American/Alaskan Native	_____	_____	_____	_____	_____	_____	_____

Rated Areas

	Name	Date of Interview	Time of Interview						
1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									
12.									
13.									
14.									

I	Name	Date of Interview	Time of Interview						
15.									
16.									
17.									
18.									
19.									
20.									
21.									
22.									
23.									
24.									
25.									
26.									
27.									
28.									
29.									
30.									



IPR #	Date		
Candidate Name	Social Security No.		
Office/Division/District	Bureau		
Position Title	Position Number		
<p><i>*In using the Candidate Evaluation Form: (a) Prior to the interview, complete the "Hiring Criteria" and "Percent Weight" sections of the form; (b) Following the interview, use the "Comments" space to indicate experience or qualifications the candidate possesses related to each hiring criteria; (c) Average the "Points" from the interview questionnaire for each hiring criteria or indicate a numerical "Rating" for each hiring criteria; (d) Calculate the "Weighted Score" for each hiring criteria by multiplying the Percent Weight" by the "Points/Rating"; and (e) Calculate the "Overall Score" by summing the Weighted Scores" for each of the hiring criteria.</i></p>			
	Percent Weight	PTS RTG	WTD Score
Hiring Criteria			
Comments			
Hiring Criteria			
Comments			
Hiring Criteria			
Comments			

NAME:

		Percent Weight	PTS RTG	WTD Score
Hiring Criteria				
Comments				
Hiring Criteria				
Comments				
Hiring Criteria				
Comments				
Affidavit: "I certify that the hiring criteria and interview questions related to this employment decision were developed prior to initiating the candidate interview process. Furthermore, I certify that political party affiliation, support or lack thereof were not discussed or considered at any point in the interview process."				
Interviewing Officer(s) (Typed)			Overall Score	
Interviewing Officer(s) Signature(s)		Title(s)	Date	



Illinois Department of Transportation

Office of Chief Counsel / Bureau of Civil Rights
2300 South Dirksen Parkway / Springfield / Illinois / 62764
Telephone 217 / 782-2762

EXIT INTERVIEW LETTER

Dear (Former Employee):

Our records indicate that you recently separated from a position with the department. We appreciate your assistance in completing the enclosed questionnaire, which will give us a chance to share your opinions and perceptions of the department as an employer.

The department strives to provide a progressive and equitable salary program, meaningful employee training courses, and a management philosophy that will ensure a productive and positive working relationship between the employee and supervisor.

You are now in a unique position to let us know how we did in these areas. We value your opinion. Please take time to complete the enclosed questionnaire and return it to us as soon as possible. A pre-addressed, postage-paid, return envelope is enclosed for your convenience.

Please be assured that individual comments will be held in the strictest confidence.

Thank you for your important assistance.

Sincerely,

Karen Ward
Acting Bureau Chief of Civil Rights
EEO/AA Officer

Enclosures



Exit Interview

Each employee is asked to complete this questionnaire upon separation from IDOT. The employee should place the completed questionnaire in the pre-addressed, postage envelope which is addressed to the Department's Bureau Chief of Civil Rights. The Bureau Chief will keep the questionnaire in a confidential file for possible review by the Illinois Department of Human Rights and/or federal authorities. The completed questionnaire will not be placed in the employees personnel file.

Please return completed questionnaire to: Bureau of Civil Rights, 2300 S. Dirksen Parkway, Room 317, Springfield, IL 62764

Name (Optional)		Title		Office/Division/District	
Bureau		Age	Sex <input type="checkbox"/> Female <input type="checkbox"/> Male		Race
Date Hired	Separation Date	Starting Salary		Present Salary	
Reason for leaving? <input type="checkbox"/> Resignation <input type="checkbox"/> Discharge <input type="checkbox"/> Transfer <input type="checkbox"/> Retirement					
Do you believe you have personally experienced any discrimination because of race, color, sex, age, national origin or disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Are you aware of instances where others have been discriminated against because of race, color, sex, age, national origin or disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, please comment: _____					
Do you have a medical condition that could be considered a disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, were all areas of your work environment accessible? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Have you ever requested an accommodation due to your disability? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, was it granted? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Please provide comments: _____					
How do you rate your experience with the Department?					
The Job	Excellent	Satisfied	Fair	Dissatisfied	Not Applicable
1. The opportunity to use your abilities and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Recognition for the work you did	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The amount of responsibility you were given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Your sense of accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The training opportunities provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The promotional opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. IDOT as a place to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments about the job: _____					

APPENDIX

AFFIRMATIVE ACTION PLAN DEFINITIONS

For purposes of this report, the following definitions should be used:

Adverse Impact: A substantially different rate of selection in hiring, promotion, transfer, training or other employment decisions, which works to the disadvantage of members of an affected group.

Affirmative Action: Actions, policies, and procedures to which an employer commits itself that are designed to achieve equal employment opportunity. The affirmative action obligation includes: (1) thorough, systematic efforts to prevent discrimination from occurring or to detect it and eliminate it as promptly as possible, and (2) recruitment and outreach measures.

Availability: The “availability” of an affected class for a job group means their percentage among persons in the relevant labor area and/or internal feeder pools having the requisite qualifications (or, are capable of acquiring them) to perform in the positions of any job group. Availability figures are used in determining whether to find underutilization and, where a goal is established, in determining the level of the goal.

Demotion: These transactions occur when an employee is assigned to a vacant position in a class having a lower maximum permissible salary or rate than class from which the demotion was made for reasons of inability to perform work, if within the same agency.

Discharge: This occurs when an employee is terminated for cause.

Discrimination: A distinction in treatment, whether intentional or unintentional, based on political or religious opinion or affiliation, race, color, creed, national origin, marital status, gender, sexual preference, physical or mental handicap, age, or non-merit factor; except when sex, handicap, or age is a bona fide job requirement.

Downward Reallocation: These transactions occur when the classification of an employee changes to a position with a classification of a lower salary range resulting from the changes in assigned duties, which have fewer responsibilities.

Equal Employment Opportunity: The opportunity to obtain employment, promotions, and other benefits of employment without discrimination because of race, color, religion, sex, marital status, sexual preference/orientation, national origin, age, physical, sensory or mental disability, or status.

Inter-Agency Transfer: These transactions occur when an employee is transferred to a position of the same class to which appointed or to a position including similar qualifications, duties, responsibilities and salary range, in another division, section or other unit.

Lay Off: These transactions occur with the placement of an employee in non-paid, non-working status without prejudice either temporarily or indeterminately.

New Hire: This involves a person hired into or appointed to a position within an agency in which he/she either has not prior agency history or whose recent employment experience was not with the hiring agency. These transactions would consist of any type of new appointment or the movement of an individual between agencies or merit systems.

Promotion: These transactions occur when an employee is advanced to a position with a higher salary range than his/her previous position, if within the same agency.

Reduction: These transactions involve the voluntary or involuntary movement of an employee to a vacant position in a class having a lower maximum permissible salary range, if within the same agency.

Reemployment: These transactions occur when the certified employee is restored to an active work status after being selected from an official Recall/Reemployment List obtained from the Department of Central Management Services, if within the same agency.

Reinstatement: These transactions occur when a former certified employee who resigned or terminated in good standing or whose position was reallocated downward or who was laterally transferred or whose name was placed on a reemployment list, if within the same agency.

Suspension: These transactions involve a temporary removal from payroll for disciplinary reasons.

Separation: These transactions involve an employee who voluntarily leaves state service.

Upward Reallocation: These transactions occur when the classification of an employee to a position with a classification of higher salary range resulting from the assignment of increased responsibilities making a higher position title more appropriate.

Utilization Analysis: Utilization analysis is the comparison of the agency's actual employment of minorities and females identified by job group with their availability after the two factor analysis. Underutilization exists when the number of minorities and females employed within any job group is less than what would reasonably be expected by their availability.



Officials/Administrators

Technical Position Title	Code Position Title
Chemist IV,V	Public Service Admin
Civil Engineer IV-X	Sr. Public Service Admin
Electrical Engineer V	
Engineering Tech. V	
Geologist IV	
Landscape Architect IV	
Operations Supervisor I-II	
Realty Specialist IV, V	
Technical Advisor VI, VII	
Technical Manager IV-X	
Urban Planner IV- VI	
Land Surveyor V	

Professional

Technical Position Title	Code Position Title
Aircraft Tech II	Accountant
Cartographer III	Accountant Advanced
Chemist I-III	Accountant Supervisor
Civil Engineer I-III	Acct. & Fiscal Adm Career Trn.
Civil Engineer Trainee	Admin Assistant I, II
Electrical Engineer I-IV	Aircraft Pilot II
Engineering Tech IV	Executive I, II
Geologist II, III	Flight Safety Coordinator
Landscape Architect II, III	Human Resources Specialist
Management Tech IV	Human Resources Rep.
Technical Manager II, III	Info Services Intern
Photogrammetrist III, IV	Info Systems Analyst I-III
Realty Specialist II, III	Info Systems Exec I, II
Technical Advisor III-V	Info Services Specialist I,II
Urban Planner II, III	Instrument Designer
Land Surveyor III-IV	Internal Auditor I
	Internal Auditor Trainee

Technician

Technical Position Title	Code Position Title
Aircraft Tech I	Aircraft Pilot I
Engineering Tech II, III	Account Tech I, II
Cartographer I, II	Account Tech Trainee
Geologist I	Aircraft Dispatcher
Landscape Architect I	Aircraft Lead Dispatcher
Management Tech II, III	Data Proc Admin Spec
Photogrammetrist I, II	Data Proc Technician
Realty Specialist I	Data Proc Specialist
Technical Advisor I, II	Human Resources Trainee
Technical Manager I	Hwy Const Supv I, II
Urban Planner I	Microfilm Lab Tech I,II
Oper Comm Spec I,II	Photographic Tech II, III
Land Surveyor I,II	Programmer II-IV
	Safety Resp Analyst
	Safety Resp Analyst Supv
	Supv Veh Test Comp Ofcr
	Vehicle Compliance Inspector

Protective Service

Technical Position Title	Code Position Title
[no protective service workers]	

Para Professional

Technical Position Title	Code Position Title
Engineering Tech I	Executive Secretary I-III
Management Tech I	Human Resources Assistant
Technician Trainee	Human Resources Associate
Oper. Comm Spec Trainee	Office Admin Specialist
	Office Administrator III-V
	Office Coordinator
	Office Specialist

**Office/Clerical
(All Code)**

Position Title	Position Title
Account Clerk I, II	Office Aide
Comm Dispatcher	Office Assistant
Data Proc Assistant	Office Associate
Microfilm Operator I-III	Office Clerk
Office Administrator I, II	Office Occupations Trn
	Prop & Supply Clk I-III
	Repro Serv Tech I
	Switchboard Opr I-III
	Vehicle Permit Evaluator

**Skilled Craft
(All Code)**

Position Title	Position Title
Auto and Body Repairer	Electrician
Automotive Attendant	Heavy Const Equip Opr
Automotive Mechanic	Hwy Const Equip Opr
Automotive Shop Supv	Painter
Aviation Parts Coord	Plumber
Bridge Mechanic	Power Shovel Opr Maint
Carpenter	Repro Serv Supv I, II
Carpenter Foreman	Sign Painter
Cement Finisher	Sign Shop Foreman
Construction Supv I, II	Stationary Engineer
	Repro Serv Tech II,III

Service Maintenance

Code Position Title	Code Position Title
Auto Mechanics Helper	Lock & Dam Tender
Auto Parts Warehouse I-III	Maintenance Equip Opr
Bridge Tender	Maintenance Worker Plant
Deck Hand	Maint Wrk
Ferry Operator I, II	Sign Hanger Foreman
Hwy Maintainer	Sign Painter Helper
Hwy Maint Lead Worker	Silk Screen Operator
Labor Maint Lead Worker	Storekeeper I-III
Laborer	Stores Clerk
Laborer Maintenance	

Technical Position Title
Line Technician I, II

State of Illinois - Disability Hiring Survey

Name: _____ Agency: _____ Date: _____ Last 4 of SSN: _____

The purposes of this survey are to collect affirmative action statistics and to identify emergency evacuation needs. Any information provided will be accorded confidentiality and will be used in compliance with state and federal Equal Opportunity Non-Discrimination laws. Information submitted in relation to emergency evacuation needs will be shared with safety personnel.

* Indicates Required Fields

I. Do you have a disability as defined below?

- Yes
 No

II. If yes, identify which disability you have. Indicate as many as three.

- Are you blind or do you have serious difficulty seeing even when wearing glasses?
- Are you deaf or do you have serious difficulty hearing?
- Do you have serious difficulty walking or climbing stairs?
- Do you have difficulty dressing or bathing?
- Due to a physical, mental, or emotional condition, do you have serious difficulty concentrating, remembering or making decisions?
- Due to a physical, mental, or emotional condition, do you have difficulty doing errands such as visiting a doctor's office or shopping?
- Other (Examples, Epilepsy, Heart Condition, Mental Illness, Multiple Sclerosis, Muscular Dystrophy)?

* If "Other" Please Indicate: _____

III. Do you need assistance in the event of an emergency evacuation because of your disability?

- Yes
 No

* Suggested Assistance: _____

Other Concerns:
(Visual, Auditory,
Mobility, etc.)

* Please Provide Your Work County:

Work County: _____

* Please Provide Work Address:

Work Address: _____

Employee Signature:

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
COUNTIES BY REGION**

REGION I	REGION II	REGION III	REGION IV
Cook DuPage Grundy Kane Kendall Lake McHenry Will	Boone Carroll DeKalb JoDaviess Lee Ogle Stephenson Whiteside Winnebago	Bureau Henderson Henry Knox Mercer Rock Island Stark Warren	Fulton Mason Peoria Tazewell Woodford

REGION V	REGION VI	REGION VII	REGION VIII
Kankakee LaSalle Livingston Marshall McLean Putnam	Champaign Douglas Ford Iroquois Vermillion	Christian DeWitt Logan Macon Macoupin Menard Montgomery Piatt Sangamon	Adams Brown Calhoun Cass Green Hancock Jersey McDonough Morgan Pike Schuyler Scott

REGION IX	REGION X	REGION XI
Bond Clinton Madison Monroe St. Clair Washington	Clark Clay Coles Crawford Cumberland Edgar Effingham Fayette Jasper Lawrence Marion Moultrie Richland Shelby	Alexander Edwards Franklin Gallatin Hamilton Hardin Jackson Jefferson Johnson Massac Perry Pope Pulaski Randolph Saline Union Wabash Wayne White Williamson

Illinois Department of Human Rights State Regional Map



ILLINOIS DEPARTMENT OF TRANSPORTATION REGION and DISTRICT BOUNDARIES

Region 1

John Fortmann

DISTRICT 1
201 WEST CENTER COURT
SCHAUMBURG, ILLINOIS 60196-1096
PHONE: 847/705-4000

Region 2

Paul Loete

DISTRICT 2
819 DEPOT AVENUE
DIXON, ILLINOIS 61021-3546
PHONE: 815/284-2271

DISTRICT 3
700 EAST NORRIS DRIVE
OTTAWA, ILLINOIS 61350-1628
PHONE: 815/434-6131

Region 3

Joseph E. Crowe

DISTRICT 4
401 MAIN STREET
PEORIA, ILLINOIS 61602-1111
PHONE: 309/671-3333

DISTRICT 5
13473 IL Hwy. 133
P. O. BOX 610
PARIS, ILLINOIS 61944-0610
PHONE: 217/465-4181

Region 4

Roger L. Driskell

DISTRICT 6
126 EAST ASH STREET
SPRINGFIELD, ILLINOIS 62704-4792
PHONE: 217/782-7301

DISTRICT 7
400 WEST WABASH
EFFINGHAM, ILLINOIS 62401-2699
PHONE: 217/342-3951

Region 5

Jeffrey Keirn

DISTRICT 8
1102 EASTPORT PLAZA DRIVE
COLLINSVILLE, ILLINOIS 62234-6198
PHONE: 618/346-3100

DISTRICT 9
STATE TRANSPORTATION BUILDING
P. O. BOX 100
CARBONDALE, ILLINOIS 62903-0100
PHONE: 618/549-2171

