PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT)—HEALTH WORKFORCE

Job Category		TOTAL	MALE B	MALE W	MALE H	MALE A/PI	MALE AI/AN	FEMALE B	FEMALE W	FEMALE H	FEMALE A/PI	FEMALE AI/AN
Officials/Administrators		6 100%	0 0%	2 33.333%	0 0%	0 0%	0 0%	1 16.666%	3 50%	0 0%	0 0%	0 0%
Professionals (Nurses)		77 100%	0 0%	3 3.896%	0 0%	0 0%	0 0%	6 7.779%	51 66.233%	15 19.48%	2 2.597%	0 0%
Technicians (Sanitarians)		15 100%	0 0%	3 20%	0 0%	0 0%	0 0%	0 0%	11 73.333%	0 0%	1 6.666%	0 0%
Protective Services	Sworn	The Health Department does not have any employees in this job category										
	Non-Sworn	The Health Department does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		61 100%	0 0%	3 4.918%	0 0%	0 0%	0 0%	2 3.278%	19 31.147%	32 52.459 %	1 1.639%	4 6.557%
Skilled Craft		The Health Department does not have any employees in this job category										
Service/Maintenance		The Health Department does not have any employees in this job category										

KEY

B - Black
W - White
H - Hispanic
A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT)—HEALTH UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE White	MALE Black	MALE Hispanic	MALE Asian	MALE American Indian	FEMALE White	FEMALE Black	FEMALE Hispanic	FEMALE Asian	FEMALE American Indian
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %		33.333% 59.3% -25.967%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	50% 29.8% 20.2%	16.666% 1.4% 15.266%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		3.896% 41.2% -37.304%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	66.233% 47.1% 19.133%	7.779% 1.9% 5.879%	19.48% 2.4% 17.08%	2.597% 1.4% 1.197%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		20% 42.2% -22.2%	0% 2.2% -2.2%	0% 4% -4%	0% 1.2% -1.2%	0% 0% 0%	73.333% 40.5% 32.833%	0% 3.6% -3.6%	0% 3.3% -3.3%	6.666% 1.8% 4.866%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
	NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		4.918% 25.9% -20.982%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	31.147% 52.8% -21.653%	3.278% 3.5% -.222%	52.459% 8.9% 43.559%	1.639% .7% .939%	6.557% .1% 6.457%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

KANE COUNTY HEALTH DEPARTMENT'S UNDER UTILIZATION NARRATIVE

Step 4: NARRITIVE UTILIZATION ANALYSIS

Kane County's Health Department labor statistics indicate the most significant under utilization occurs for the white males. The community workforce for the Official/Executive category is 59%. The Health Department currently has 2 positions which reflects 33% of the community workforce and under utilizes white males at -25.9%. In the professional category under utilization has been identified as -37.7%, the technician's category reflect -22.2% and the office clerical category shows under utilization at -20.9%.

Additional under utilizations were: Hispanic males in the following categories: Official/Executive -3%, Technicians -4% and Official clericals -5%. For females the under utilization was represented as white females -21.6% in the category of Office/Clerical.

After reviewing the under utilization analysis, the Health Department continues to be committed to having its Department reflect the community workforce. We will actively recruit individuals in those categories that have been identified as under utilized (White and Hispanic males and white females one category). The Health Department recognizes the difficulty it will have recruiting White and Hispanic males in the Official/Executive category due to the competitive wages in other non-for profit organizations in the community. Additionally, males make up less than 5% of the nursing profession nationally and the nursing position falls within the professional category. That category too will be difficult in recruiting White male in a predominately female profession. Lastly, the Health Department is committed to expanding it's Hispanic Males and White Females in the Office/clerical category, recognizing that recruiting Hispanic males for clerical positions will be a challenge due to economics.

Step 5 OBJECTIVES

The Health Department is dedicated to having its workforce reflect the community it represents as identified by the Utilization Analysis Report. The Health Department has established the following objectives for accomplishing it's under utilization:

- Promote White and Hispanic Males within to Official/Executive, Professional and technicians when they become available
- Actively recruit White and Hispanic males for Executive and Official Positions
- Actively recruit White/Hispanic males along with White females for Office/clerical positions through internet postings, local newspaper and County wide.

Step 6: STEPS TO ACHIEVE OBJECTIVES

The following steps will be taken by the Health Department to address the under utilization of White males (Official/Executive, Professional, Technicians and Office/ Clerical), Hispanic males (Official/Executive, Technicians and Office/Clerical) and White females for the Office Clerical category.

- Participate in career fairs at Northern Illinois and Western Illinois Universities
- Post positions on the internet
- Post positions on the County web site and local newspapers
- Promote applicants within
- Provide job postings to organizations and schools that reach the targeted populations

Step 7: DISSEMINATION

- The Health Department will list the EEO Employer/Program statement on all of it's postings for hire
- Post the EEO Plan in all 4 Health Departments buildings in a location where all employees have access to the Plan.
- Provide the Director of Human Resources for the County a copy of the EEOP for the dissemination of all interested parties
- The Coordinator of Resources and Development at the Health Department will be responsible for the dissemination of the EEOP Plan to all Health Department Employees