ATTACHMENT A -- **AGENCY'S WORKFORCE – 2006 KCDEE (See Step 2)**

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		2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%
Professionals		23 100%	0 0%	3 13.043%	2 8.695%	0 0%	0 0%	3 13.043%	12 52.173%	3 13.043%	0 0%	0 0%
Technicians												
Protective Services	Sworn *											
	Non-Sworn											
Para-Professional												
Office/Clerical		8 100%	0 0%	0 0%	0 0%	0 0%	0 0%	1 12.5%	6 75%	1 12.5%	0 0%	0 0%
Skilled Craft												
Service/Maintenance												

8/1/06

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

ATTACHMENT D -- **Utilization Analysis – 2006 KCDEE (See Step 4a)** * 2000 Census Data

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 #/%		0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
CLS #/%		59.3%	1.8%	3.1%	.7%	0%	29.8%	1.4%	2.6%	.5%	0%
Utilization %		-59.3%	-1.8%	-3.1%	-.7%	0%	-29.8%	98.6%	-2.6%	-.5%	0%
PROFESSIONALS											
Workforce #/%		13.043%	0%	8.695%	0%	0%	52.173%	13.043%	13.043%	0%	0%
CLS #/%		41.2%	1.4%	2.3%	1.6%	.1%	47.1%	1.9%	2.4%	1.4%	.1%
Utilization %		-28.157%	-1.4%	6.395%	-1.6%	-.1%	5.073%	11.143%	10.643%	-1.4%	-.1%
TECHNICIANS											
Workforce #/%											
CLS #/%											
Utilization %											
PROTECTIVE SERVICES	SWORN										
	Workforce #/%										
	CLS #/%										
	Utilization %										
	NON-SWORN										
	Workforce #/%										
	Civ. Labor Force #/%										
	Utilization %										
PARA-PROFESSIONAL											
Workforce											
CLS #/%											
Utilization											
OFFICE/CLERICAL											
Workforce		0%	0%	0%	0%	0%	75%	12.5%	12.5%	0%	0%
CLS #/%		25.9%	1.4%	5%	.7%	.1%	52.8%	3.5%	8.9%	.7%	.1%
Utilization		-25.9%	-1.4%	-5%	-.7%	-.1%	22.2%	9%	3.6%	-.7%	-.1%
SKILLED CRAFT											
Workforce #/%											
CLS #/%											
Utilization %											
SVCS/MAINTENANCE											
Workforce #/%											
CLS #/%											

KANE COUNTY DEPARTMENT OF EMPLOYMENT AND EDUCATION

A comparison of the Kane County Department of Employment and Education's workforce to the community labor statistics for Kane County indicates underutilization of males in White and Hispanic officials/executive. In addition, underutilization is indicated for females in the White category. The professional category indicates an underutilization in the White male category.

In the office/clerical category, White males had the largest underutilization with Hispanics following.

After reviewing the results of the underutilization analysis, the Department has identified the need to actively recruit more males for professional and clerical positions. The Department strives to hire qualified individuals which are more likely to be female.

It has long been recognized that recruitment and of white males for any available positions are difficult. Many of the male candidates aspire to gain experience with our Department and move on to positions in education. These positions are viewed as a social service position, making retention of these individuals difficult.

OBJECTIVE

Kane County Department of Employment and Education is committed to continuing making its workforce profiles more closely reflect the available labor force in the community. The Department will attempt to recruit males from career fairs, advertisements and postings.

#1 *There has not been any disciplinary actions taken against any employees this fiscal year.

#2 **There has been 1 employee who was promoted.

Black	***Female***

#3 ***The Department will continue to include the "EEO Employer/Program including auxiliary aids are available to individuals with disabilities upon request" on all job postings, advertisements and notification will be provided as to where applicants for positions can obtain information.

#4 ****List of publications and/or websites

- Kane County website
- KCDEE website linked to Kane County
- Illinois Skills Match
- Illinois Employment & Training Centers "Career Resource Centers"