PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2007 KCDEE 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		2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%
Professionals		22 100%	0 0%	3 13.636%	2 9.09%	0 0%	0 0%	3 13.636%	11 50%	3 13.636%	0 0%	0 0%
Technicians		KCDEE does not have any employees in this job category										
Protective Services	Sworn	KCDEE does not have any employees in this job category										
	Non-Sworn	KCDEE does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		9 100%	0 0%	0 0%	0 0%	0 0%	0 0%	5 55.555%	2 22.222%	1 11.111%	1 11.111 %	0 0%
Skilled Craft		KCDEE does not have any employees in this job category										
Service/Maintenance		KCDEE does not have any employees in this job category										

08/23/07

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) – 2007 KCDEE 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 %		0% 59.3% -59.3%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	0% 29.8% -29.8%	100% 1.4% 98.6%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		13.636% 41.2% -27.564%	0% 1.4% -1.4%	9.09% 2.3% 6.79%	0% 1.6% -1.6%	0% .1% -.1%	50% 47.1% 2.9%	13.636% 1.9% 11.736%	13.636% 2.4% 11.236%	0% 1.4% -1.4%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
	NON-SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		0% 25.9% -25.9%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	22.222% 52.8% -30.578%	55.555% 3.5% 52.055%	11.111% 8.9% 2.211%	11.111% .7% 10.411%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

9/17/07

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 and females in White and Hispanic officials/executive. The professional category indicates an underutilization in the White male category.

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

After reviewing the results of the underutilization analysis, the Department has identified the need to actively recruit more White males for professional and clerical positions. The Department makes every effort to hire qualified individuals. However, more qualified females apply rather than qualified males.

It has long been recognized that recruitment and hiring 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 of education and/or sales. These positions are viewed as social service positions, making retention of these individuals challenging.

Objective

Kane County Department of Employment and Education is committed to continuing to make it 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 been one disciplinary action taken against an employee this fiscal year – oral reprimand, 2 written reprimands and suspension for 1 day (loss of pay). Finally, one termination occurred.

Hispanic	Male

#2 ** There has been 2 employees promoted

Black	Female
Hispanic	Female

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

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

- Kane County website
- KCDEE website linked to Kane County
- Illinois Skills Match
- Illinois workNet Centers "Career Resource Centers"