Employment Data Spreadsheets

AVAILABILITY COMPUTATION

Job Group: OFFICIALS AND ADMINSTRATORS

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 31,805

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	71.34	53.47	0.00	3.90	1.42	11.39	9.87	8.65	25.90	0.26	0.185	0.139	0.000	0.010	0.004	0.030	0.026	0.022	0.067	U.S. Census 2000
Minority With Requisite Skills in State	65.78	47.60	0.00	4.04	1.13	12.31	7.80	8.32	23.37	0.026	0.171	0.124	0.000	0.011	0.003	0.032	0.020	0.022	0.061	U.S. Census 2000
Promotable Minorities	95.06	84.57	0.00	0.00	0.45	13.45	14.34	5.82	56.95	0.026	0.247	0.220	0.000	0.000	0.001	0.035	0.037	0.015	0.15	Internal Human Resource Data HDOT
Training Institutions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	All Official Positions Require Experience.
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	73.8%	57.4%	0.0%	4.7%	1.2%	13.2%	9.7%	8.4%	30.4%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROFESSIONALS

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 52,550

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	68.29	52.21	0.17	3.70	1.59	11.00	9.23	8.86	24.64	0.26	0.178	0.136	0.000	0.010	0.004	0.029	0.024	0.023	0.064	U.S. Census 2000
Minority With Requisite Skills in State	63.79	47.32	0.19	3.76	1.38	11.80	7.31	8.41	22.42	0.026	0.166	0.123	0.000	0.010	0.004	0.031	0.019	0.022	0.058	U.S. Census 2000
Promotable Minorities	90.08	85.25	0.00	0.00	0.41	3.70	16.11	21.48	36.77	0.026	0.234	0.222	0.000	0.000	0.001	0.010	0.042	0.056	0.10	Internal Human Resource Data HDOT
Training Institutions	62.75	47.89	0.38	3.30	2.49	16.66	3.40	6.29	10.71	0.05	0.031	0.024	0.000	0.002	0.001	0.008	0.002	0.003	0.005	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	74.4%	59.6%	0.0%	4.8%	1.4%	11.3%	10.1%	12.9%	25.3%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PARA-PROFESSIONALS

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 4,945

EEO Factors	MINORITIES																			Source of Statistics
	Raw Percentages									Value	Weighted Factors									
	Total	AS	AI	HS	B	HW	CK	PH	JP	Weight	Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	84.31	54.19	0.00	5.44	1.59	ND	ND	ND	ND	0.26	0.219	0.141	0.000	0.014	0.004	ND	ND	ND	ND	U.S. Census 2000
Minority With Requisite Skills in State	78.80	48.97	0.22	6.66	1.27	ND	ND	ND	ND	0.026	0.205	0.127	0.001	0.017	0.003	ND	ND	ND	ND	U.S. Census 2000
Promotable Minorities	100.00	80.00	0.00	0.00	0.00	10.00	0.00	0.00	30.00	0.026	0.260	0.208	0.000	0.000	0.000	0.026	0.000	0.000	0.08	Internal Human Resource Data HDOT
Training Institutions	77.69	65.35	0.33	2.83	1.71	9.92	10.74	22.31	25.62	0.05	0.039	0.033	0.000	0.001	0.001	0.0049	0.005	0.011	0.013	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	85.8%	60.0%	0.0%	5.8%	1.2%	ND	ND	ND	ND	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: TECHNICIANS

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 6,880

EEO Factors	MINORITIES																			Source of Statistics
	Raw Percentages									Value	Weighted Factors									
	Total	AS	AI	HS	B	HW	CK	PH	JP	Weight	Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	79.35	58.36	0.00	5.48	1.50	10.96	7.19	17.29	34.63	0.26	0.206	0.152	0.000	0.014	0.004	0.0284	0.019	0.045	0.090	U.S. Census 2000
Minority With Requisite Skills in State	75.48	54.173	0.00	5.87	1.17	13.53	5.21	17.00	30.89	0.026	0.196	0.141	0.000	0.015	0.003	0.0351	0.014	0.044	0.080	U.S. Census 2000
Promotable Minorities	84.00	72.50	0.00	1.33	0.00	14.67	10.67	24.00	45.33	0.026	0.218	0.189	0.000	0.003	0.000	0.0381	0.028	0.062	0.12	Internal Human Resource Data HDOT
Training Institutions	90.18	72.46	0.27	2.11	1.45	19.06	3.93	23.58	18.66	0.05	0.234	0.036	0.000	0.001	0.001	0.0459	0.010	0.061	0.049	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	80.0%	60.9%	0.0%	5.9%	1.2%	14.6%	7.7%	18.8%	32.5%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROTECTIVE SERVICES

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 8,645

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	MINORITIES																			
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	79.64	44.77	0.14	7.59	3.13	29.43	3.49	11.46	10.99	0.26	0.207	0.116	0.000	0.020	0.008	0.077	0.009	0.030	0.029	U.S. Census 2000
Minority With Requisite Skills in State	78.12	43.07	0.00	7.52	2.47	31.09	2.64	11.43	10.93	0.026	0.203	0.112	0.000	0.020	0.006	0.0808	0.007	0.030	0.028	U.S. Census 2000
Promotable Minorities	92.31	72.79	0.00	0.96	0.48	25.96	0.96	7.69	16.83	0.026	0.240	0.189	0.000	0.002	0.001	0.0674	0.002	0.020	0.04	Internal Human Resource Data HDOT
Training Institutions	76.36	59.27	1.09	7.64	6.90	14.54	0.00	10.91	12.73	0.05	0.038	0.030	0.001	0.004	0.003	0.0363	0.000	0.027	0.061	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	85.0%	53.8%	0.0%	7.2%	2.2%	29.4%	3.2%	13.2%	18.4%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: ADMINISTRATIVE SUPPORT

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 60,815

MINORITIES

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	84.64	60.07	0.12	5.83	1.58	18.20	7.75	14.35	27.21	0.26	0.220	0.156	0.000	0.015	0.004	0.047	0.020	0.037	0.071	U.S. Census 2000
Minority With Requisite Skills in State	79.32	55.306	0.15	6.26	1.02	20.07	6.05	13.79	24.65	0.026	0.206	0.144	0.000	0.016	0.003	0.0521	0.016	0.036	0.064	U.S. Census 2000
Promotable Minorities	95.16	82.95	0.00	1.07	0.00	20.43	4.84	17.74	40.32	0.026	0.247	0.216	0.000	0.003	0.000	0.0477	0.013	0.046	0.10	Internal Human Resource Data HDOT
Training Institutions	83.50	68.86	0.60	1.80	0.60	15.46	5.15	21.65	22.16	0.05	0.042	0.034	0.000	0.001	0.000	0.0077	0.003	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	85.0%	64.1%	0.0%	6.1%	1.1%	19.5%	6.6%	15.5%	27.2%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SERVICE AND MAINTENANCE

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 107,400

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	MINORITIES																			
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	86.38	64.17	0.13	6.50	1.45	17.35	9.87	25.80	12.78	0.26	0.225	0.167	0.000	0.017	0.004	0.045	0.026	0.067	0.033	U.S. Census 2000
Minority With Requisite Skills in State	80.80	54.538	0.16	7.34	1.02	19.70	7.04	24.52	10.86	0.026	0.210	0.142	0.000	0.019	0.003	0.0512	0.018	0.064	0.028	U.S. Census 2000
Promotable Minorities	91.59	80.79	0.00	0.97	0.28	34.34	4.69	25.66	15.17	0.026	0.238	0.210	0.000	0.003	0.001	0.0892	0.012	0.067	0.04	Internal Human Resource Data HDOT
Training Institutions	83.67	68.85	0.82	1.63	0.82	15.31	7.14	21.43	21.94	0.05	0.042	0.033	0.000	0.001	0.000	0.0076	0.004	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	85.0%	64.3%	0.0%	6.6%	1.2%	22.8%	7.4%	23.4%	13.8%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SKILLED CRAFTS WORKERS

COUNTY OF HONOLULU

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 27,870

EEO Factors	MINORITIES																			Source of Statistics
	Raw Percentages									Value	Weighted Factors									
	Total	AS	AI	HS	B	HW	CK	PH	JP	Weight	Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	78.72	54.90	0.25	6.70	2.35	17.48	8.56	14.16	18.40	0.05	0.039	0.027	0.000	0.017	0.001	0.009	0.004	0.007	0.009	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	79.05	58.70	0.17	5.51	1.54	16.35	9.13	15.57	20.69	0.05	0.040	0.029	0.000	0.003	0.001	0.008	0.005	0.008	0.010	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	79.61	50.59	0.39	9.02	2.55	25.63	6.45	14.64	9.87	0.07	0.056	0.035	0.000	0.006	0.002	0.018	0.005	0.010	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	82.80	56.58	0.10	6.25	1.10	20.59	6.09	9.69	9.56	0.26	0.215	0.147	0.000	0.016	0.003	0.054	0.016	0.025	0.025	U.S. Census 2000
Minority With Requisite Skills in State	76.80	49.446	0.13	6.30	0.84	13.18	1.79	14.45	17.69	0.026	0.200	0.129	0.000	0.016	0.002	0.0342	0.005	0.038	0.046	U.S. Census 2000
Promotable Minorities	87.01	78.60	0.00	0.56	0.00	18.64	2.26	22.60	31.07	0.026	0.226	0.204	0.000	0.001	0.000	0.0484	0.006	0.059	0.08	Internal Human Resource Data HDOT
Training Institutions	92.72	54.29	0.00	2.43	0.97	14.08	0.01	26.70	16.02	0.05	0.046	0.027	0.000	0.001	0.000	0.007	0.000	0.013	0.008	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	82.2%	59.8%	0.0%	6.0%	0.0%	17.8%	4.1%	16.0%	18.5%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: OFFICIALS AND ADMINSTRATORS

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 3,080

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	46.61	27.88	0.53	4.34	0.53	33.15	4.12	19.95	29.69	0.26	0.121	0.072	0.001	0.011	0.001	0.086	0.011	0.052	0.077	U.S. Census 2000
Minority With Requisite Skills in State	65.78	47.60	0.00	4.04	1.13	12.31	7.80	8.32	23.37	0.026	0.171	0.124	0.000	0.011	0.003	0.032	0.020	0.022	0.061	U.S. Census 2000
Promotable Minorities	95.06	84.57	0.00	0.00	0.45	13.45	14.34	5.82	56.95	0.026	0.247	0.220	0.000	0.000	0.001	0.035	0.037	0.015	0.15	Internal Human Resource Data HDOT
Training Institutions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	64.6%	48.3%	0.0%	3.5%	0.0%	19.8%	8.0%	11.2%	30.1%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROFESSIONALS

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 4,235

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	MINORITIES																			
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	46.23	28.37	0.37	4.03	0.81	12.91	1.60	7.95	12.33	0.26	0.120	0.074	0.001	0.010	0.002	0.034	0.004	0.021	0.032	U.S. Census 2000
Minority With Requisite Skills in State	63.79	47.32	0.19	3.76	1.38	11.80	7.31	8.41	22.42	0.026	0.166	0.123	0.000	0.010	0.004	0.031	0.019	0.022	0.058	U.S. Census 2000
Promotable Minorities	90.08	85.25	0.00	0.00	0.41	3.70	16.11	21.48	36.77	0.026	0.234	0.222	0.000	0.000	0.001	0.010	0.042	0.056	0.10	Internal Human Resource Data HDOT
Training Institutions	62.75	47.89	0.38	3.30	2.49	16.66	3.40	6.29	10.71	0.05	0.031	0.024	0.000	0.002	0.001	0.008	0.002	0.003	0.005	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	65.8%	51.0%	0.0%	3.5%	0.0%	12.8%	7.0%	12.5%	20.8%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PARA-PROFESSIONALS

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 817

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	71.35	36.86	0.87	10.83	0.87	ND	ND	ND	ND	0.26	0.186	0.096	0.002	0.028	0.002	ND	ND	ND	ND	U.S. Census 2000
Minority With Requisite Skills in State	78.80	48.97	0.22	6.66	1.27	ND	ND	ND	ND	0.026	0.205	0.127	0.001	0.017	0.003	ND	ND	ND	ND	U.S. Census 2000
Promotable Minorities	100.00	80.00	0.00	0.00	0.00	10.00	0.00	0.00	30.00	0.026	0.260	0.208	0.000	0.000	0.000	0.026	0.000	0.000	0.08	Internal Human Resource Data HDOT
Training Institutions	77.69	65.35	0.33	2.83	1.71	9.92	10.74	22.31	25.62	0.05	0.039	0.033	0.000	0.001	0.001	0.0049	0.005	0.011	0.013	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	80.8%	53.1%	0.0%	5.9%	0.0%	ND	ND	ND	ND	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: TECHNICIANS

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 665

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	60.73	42.01	0.37	6.85	0.00	20.74	0.00	19.82	19.82	0.26	0.158	0.109	0.001	0.018	0.000	0.0539	0.000	0.052	0.052	U.S. Census 2000
Minority With Requisite Skills in State	75.48	54.173	0.00	5.87	1.17	13.53	5.21	17.00	30.89	0.026	0.196	0.141	0.000	0.015	0.003	0.0351	0.014	0.044	0.080	U.S. Census 2000
Promotable Minorities	84.00	72.50	0.00	1.33	0.00	14.67	10.67	24.00	45.33	0.026	0.218	0.189	0.000	0.003	0.000	0.0381	0.028	0.062	0.12	Internal Human Resource Data HDOT
Training Institutions	90.18	72.46	0.27	2.11	1.45	19.06	3.93	23.58	18.66	0.05	0.234	0.036	0.000	0.001	0.001	0.0459	0.010	0.061	0.049	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	72.4%	54.2%	0.0%	5.0%	0.0%	18.2%	4.7%	19.3%	27.4%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROTECTIVE SERVICES

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 1,060

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	69.28	33.66	1.96	2.94	0.26	33.58	0.20	11.83	4.35	0.26	0.180	0.088	0.005	0.008	0.001	0.087	0.001	0.031	0.011	U.S. Census 2000
Minority With Requisite Skills in State	78.12	43.07	0.00	7.52	2.47	31.09	2.64	11.43	10.93	0.026	0.203	0.112	0.000	0.020	0.006	0.0808	0.007	0.030	0.028	U.S. Census 2000
Promotable Minorities	92.31	72.79	0.00	0.96	0.48	25.96	0.96	7.69	16.83	0.026	0.240	0.189	0.000	0.002	0.001	0.0674	0.002	0.020	0.04	Internal Human Resource Data HDOT
Training Institutions	76.36	59.27	1.09	7.64	6.90	14.54	0.00	10.91	12.73	0.05	0.038	0.030	0.001	0.004	0.003	0.0363	0.000	0.027	0.061	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	76.8%	48.6%	0.0%	4.7%	1.1%	31.4%	1.3%	13.1%	15.3%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: **ADMINISTRATIVE SUPPORT**

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 6,800

EEO Factors	Raw Percentages									Value	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP	Weight	Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	70.83	39.11	0.42	8.07	0.42	24.62	0.63	14.03	13.63	0.26	0.184	0.102	0.001	0.021	0.001	0.064	0.002	0.036	0.035	U.S. Census 2000
Minority With Requisite Skills in State	79.32	55.306	0.15	6.26	1.02	20.07	6.05	13.79	24.65	0.026	0.206	0.144	0.000	0.016	0.003	0.0521	0.016	0.036	0.064	U.S. Census 2000
Promotable Minorities	95.16	82.95	0.00	1.07	0.00	20.43	4.84	17.74	40.32	0.026	0.247	0.216	0.000	0.003	0.000	0.0477	0.013	0.046	0.10	Internal Human Resource Data HDOT
Training Institutions	83.50	68.86	0.60	1.80	0.60	15.46	5.15	21.65	22.16	0.05	0.042	0.034	0.000	0.001	0.000	0.0077	0.003	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	78.6%	56.3%	0.0%	5.4%	0.0%	22.2%	3.7%	15.2%	13.3%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American
HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SERVICE AND MAINTENANCE

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 18,445

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	70.82	44.44	0.15	8.38	0.17	19.58	1.18	26.25	4.25	0.26	0.184	0.116	0.000	0.022	0.000	0.051	0.003	0.068	0.011	U.S. Census 2000
Minority With Requisite Skills in State	80.80	54.538	0.16	7.34	1.02	19.70	7.04	24.52	10.86	0.026	0.210	0.142	0.000	0.019	0.003	0.0512	0.018	0.064	0.028	U.S. Census 2000
Promotable Minorities	91.59	80.79	0.00	0.97	0.28	34.34	4.69	25.66	15.17	0.026	0.238	0.210	0.000	0.003	0.001	0.0892	0.012	0.067	0.04	Internal Human Resource Data HDOT
Training Institutions	83.67	68.85	0.82	1.63	0.82	15.31	7.14	21.43	21.94	0.05	0.042	0.033	0.000	0.001	0.000	0.0076	0.004	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	75.1%	56.8%	0.0%	5.8%	0.0%	24.4%	4.0%	23.3%	10.3%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SKILLED CRAFTS WORKERS

COUNTY OF MAUI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 4,135

EEO Factors	MINORITIES																			Source of Statistics
	Raw Percentages									Value Weight	Weighted Factors									
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	66.10	41.73	0.37	7.84	0.40	23.38	1.56	17.02	10.09	0.05	0.033	0.021	0.000	0.004	0.000	0.012	0.001	0.009	0.005	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	60.35	38.41	0.46	6.92	0.39	19.93	1.46	16.20	8.85	0.05	0.030	0.019	0.000	0.003	0.000	0.010	0.001	0.008	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	62.88	37.88	0.76	9.09	0.00	32.86	1.16	9.07	5.15	0.07	0.044	0.027	0.001	0.006	0.000	0.023	0.001	0.006	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	62.65	38.98	0.42	6.26	0.59	23.58	0.36	8.10	8.54	0.26	0.163	0.101	0.001	0.016	0.001	0.061	0.001	0.021	0.022	U.S. Census 2000
Minority With Requisite Skills in State	76.80	49.446	0.13	6.30	0.84	13.18	1.79	14.45	17.69	0.026	0.200	0.129	0.000	0.016	0.002	0.0342	0.005	0.038	0.046	U.S. Census 2000
Promotable Minorities	87.01	78.60	0.00	0.56	0.00	18.64	2.26	22.60	31.07	0.026	0.226	0.204	0.000	0.001	0.000	0.0484	0.006	0.059	0.08	Internal Human Resource Data HDOT
Training Institutions	92.72	54.29	0.00	2.43	0.97	14.08	0.01	26.70	16.02	0.05	0.046	0.027	0.000	0.001	0.000	0.007	0.000	0.013	0.008	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	74.2%	52.8%	0.0%	4.7%	0.0%	19.5%	1.5%	15.4%	16.9%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: OFFICIALS AND ADMINSTRATORS

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 4,220

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
	MINORITIES																			
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	55.09	36.42	0.00	4.24	0.00	16.52	1.78	5.18	18.31	0.26	0.143	0.095	0.000	0.040	0.000	0.043	0.005	0.013	0.048	U.S. Census 2000
Minority With Requisite Skills in State	65.78	47.60	0.00	4.04	1.13	12.31	7.80	8.32	23.37	0.026	0.171	0.124	0.000	0.011	0.003	0.032	0.020	0.022	0.061	U.S. Census 2000
Promotable Minorities	95.06	84.57	0.00	0.00	0.45	13.45	14.34	5.82	56.95	0.026	0.247	0.220	0.000	0.000	0.001	0.035	0.037	0.015	0.15	Internal Human Resource Data HDOT
Training Institutions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	Experience needed for all positions.
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	67.8%	50.3%	0.0%	7.0%	0.0%	16.3%	6.5%	6.8%	27.6%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROFESSIONALS

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 5,520

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	MINORITIES																			
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	50.67	31.80	0.27	3.88	0.35	16.54	1.43	4.59	17.09	0.26	0.132	0.083	0.001	0.010	0.001	0.043	0.004	0.012	0.044	U.S. Census 2000
Minority With Requisite Skills in State	63.79	47.32	0.19	3.76	1.38	11.80	7.31	8.41	22.42	0.026	0.166	0.123	0.000	0.010	0.004	0.031	0.019	0.022	0.058	U.S. Census 2000
Promotable Minorities	90.08	85.25	0.00	0.00	0.41	3.70	16.11	21.48	36.77	0.026	0.234	0.222	0.000	0.000	0.001	0.010	0.042	0.056	0.10	Internal Human Resource Data HDOT
Training Institutions	62.75	47.89	0.38	3.30	2.49	16.66	3.40	6.29	10.71	0.05	0.031	0.024	0.000	0.002	0.001	0.008	0.002	0.003	0.005	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	68.0%	51.6%	0.0%	4.7%	0.0%	14.5%	7.0%	11.1%	22.4%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American
HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PARA-PROFESSIONALS

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 672

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	61.71	28.56	0.37	7.25	0.00	ND	ND	ND	ND	0.26	0.160	0.074	0.001	0.019	0.000	ND	ND	ND	ND	U.S. Census 2000
Minority With Requisite Skills in State	78.80	48.97	0.22	6.66	1.27	ND	ND	ND	ND	0.026	0.205	0.127	0.001	0.017	0.003	ND	ND	ND	ND	U.S. Census 2000
Promotable Minorities	100.00	80.00	0.00	0.00	0.00	10.00	0.00	0.00	30.00	0.026	0.260	0.208	0.000	0.000	0.000	0.026	0.000	0.000	0.08	Internal Human Resource Data HDOT
Training Institutions	77.69	65.35	0.33	2.83	1.71	9.92	10.74	22.31	25.62	0.05	0.039	0.033	0.000	0.001	0.001	0.0049	0.005	0.011	0.013	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	78.1%	50.6%	0.0%	5.6%	0.0%	ND	ND	ND	ND	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: TECHNICIANS

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 750

MINORITIES

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	62.50	35.83	0.00	9.17	0.33	26.32	0.00	6.93	21.61	0.26	0.163	0.093	0.000	0.024	0.001	0.0684	0.000	0.018	0.056	U.S. Census 2000
Minority With Requisite Skills in State	75.48	54.173	0.00	5.87	1.17	13.53	5.21	17.00	30.89	0.026	0.196	0.141	0.000	0.015	0.003	0.0351	0.014	0.044	0.080	U.S. Census 2000
Promotable Minorities	84.00	72.50	0.00	1.33	0.00	14.67	10.67	24.00	45.33	0.026	0.218	0.189	0.000	0.003	0.000	0.0381	0.028	0.062	0.12	Internal Human Resource Data HDOT
Training Institutions	90.18	72.46	0.27	2.11	1.45	19.06	3.93	23.58	18.66	0.05	0.234	0.036	0.000	0.001	0.001	0.0459	0.010	0.061	0.049	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	92.8%	52.3%	0.0%	6.2%	0.0%	24.0%	5.5%	16.3%	32.2%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROTECTIVE SERVICES

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 1,370

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	75.48	38.84	0.44	9.86	0.00	39.41	0.80	8.54	12.64	0.26	0.196	0.101	0.001	0.026	0.000	0.102	0.002	0.022	0.033	U.S. Census 2000
Minority With Requisite Skills in State	78.12	43.07	0.00	7.52	2.47	31.09	2.64	11.43	10.93	0.026	0.203	0.112	0.000	0.020	0.006	0.0808	0.007	0.030	0.028	U.S. Census 2000
Promotable Minorities	92.31	72.79	0.00	0.96	0.48	25.96	0.96	7.69	16.83	0.026	0.240	0.189	0.000	0.002	0.001	0.0674	0.002	0.020	0.04	Internal Human Resource Data HDOT
Training Institutions	76.36	59.27	1.09	7.64	6.90	14.54	0.00	10.91	12.73	0.05	0.038	0.030	0.001	0.004	0.003	0.0363	0.000	0.027	0.061	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	79.4%	49.6%	0.0%	7.1%	1.0%	33.9%	1.4%	11.7%	17.9%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: ADMINISTRATIVE SUPPORT

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 7,435

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
	MINORITIES																			
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	68.18	40.57	0.28	8.02	0.00	27.19	1.24	7.75	20.46	0.26	0.177	0.105	0.001	0.021	0.000	0.071	0.003	0.020	0.053	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in State	79.32	55.306	0.15	6.26	1.02	20.07	6.05	13.79	24.65	0.026	0.206	0.144	0.000	0.016	0.003	0.0521	0.016	0.036	0.064	U.S. Census 2000
Promotable Minorities	95.16	82.95	0.00	1.07	0.00	20.43	4.84	17.74	40.32	0.026	0.247	0.216	0.000	0.003	0.000	0.0477	0.013	0.046	0.10	U.S. Census 2000
Training Institutions	83.50	68.86	0.60	1.80	0.60	15.46	5.15	21.65	22.16	0.05	0.042	0.034	0.000	0.001	0.000	0.0077	0.003	0.011	0.011	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	78.9%	56.3%	0.0%	6.0%	0.0%	23.2%	3.8%	13.1%	24.5%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SKILLED CRAFTS WORKERS

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 7,021

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	64.75	33.83	0.14	6.18	0.00	43.51	0.94	5.88	11.23	0.26	0.168	0.088	0.000	0.016	0.000	0.113	0.002	0.015	0.029	U.S. Census 2000
Minority With Requisite Skills in State	76.80	49.446	0.13	6.30	0.84	13.18	1.79	14.45	17.69	0.026	0.200	0.129	0.000	0.016	0.002	0.0342	0.005	0.038	0.046	U.S. Census 2000
Promotable Minorities	87.01	78.60	0.00	0.56	0.00	18.64	2.26	22.60	31.07	0.026	0.226	0.204	0.000	0.001	0.000	0.0484	0.006	0.059	0.08	Internal Human Resource Data HDOT
Training Institutions	92.72	54.29	0.00	2.43	0.97	14.08	0.01	26.70	16.02	0.05	0.046	0.027	0.000	0.001	0.000	0.007	0.000	0.013	0.008	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	75.7%	51.2%	0.0%	5.3%	0.0%	24.8%	1.6%	14.3%	18.0%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian

AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian

CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SERVICE AND MAINTENANCE

COUNTY OF HAWAII

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 19,250

EEO Factors	MINORITIES																			Source of Statistics
	Raw Percentages									Value Weight	Weighted Factors									
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	68.45	37.95	0.45	9.49	0.47	28.93	1.69	9.11	13.55	0.05	0.034	0.019	0.000	0.005	0.000	0.014	0.001	0.005	0.007	Hawaii Dept. of Business, Economic Dev. and Tourism
Minority Workforce	65.16	38.40	0.41	8.07	0.23	25.52	1.46	9.59	14.33	0.05	0.032	0.019	0.000	0.004	0.000	0.013	0.001	0.005	0.007	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	73.00	37.42	1.23	14.72	0.00	37.44	1.44	10.76	4.86	0.07	0.051	0.026	0.001	0.010	0.000	0.026	0.001	0.008	0.003	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	74.60	40.36	0.24	10.27	0.29	31.19	1.79	13.48	9.55	0.26	0.187	0.194	0.001	0.03	0.001	0.081	0.005	0.035	0.025	U.S. Census 2000
Minority With Requisite Skills in State	80.80	54.538	0.16	7.34	1.02	19.70	7.04	24.52	10.86	0.026	0.210	0.142	0.000	0.019	0.003	0.0512	0.018	0.064	0.028	U.S. Census 2000
Promotable Minorities	91.59	80.79	0.00	0.97	0.28	34.34	4.69	25.66	15.17	0.026	0.238	0.210	0.000	0.003	0.001	0.0892	0.012	0.067	0.04	Internal Human Resource Data HDOT
Training Institutions	83.67	68.85	0.82	1.63	0.82	15.31	7.14	21.43	21.94	0.05	0.042	0.033	0.000	0.001	0.000	0.0076	0.004	0.011	0.011	EEO4 Categories - www.citytowninfo.com EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	79.4%	64.3%	0.0%	7.2%	0.0%	28.2%	4.2%	19.5%	12.1%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: OFFICIALS AND ADMINSTRATORS

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 1,510

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	51.98	31.67	0.28	4.48	0.28	13.83	1.20	10.82	17.45	0.26	0.135	0.082	0.001	0.012	0.001	0.036	0.003	0.028	0.045	U.S. Census 2000
Minorities With Requisite Skills in State	65.78	47.60	0.00	4.04	1.13	12.31	7.80	8.32	23.37	0.026	0.171	0.124	0.000	0.011	0.003	0.032	0.020	0.022	0.061	U.S. Census 2000
Promotable Minorities	95.06	84.57	0.00	0.00	0.45	13.45	14.34	5.82	56.95	0.026	0.247	0.220	0.000	0.000	0.001	0.035	0.037	0.015	0.15	Internal Human Resource Data HDOT
Training Institutions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	67.4%	50.5%	0.0%	4.0%	0.0%	15.4%	5.9%	20.9%	27.2%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROFESSIONALS

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 2,355

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	54.14	39.72	0.00	3.72	0.28	11.17	1.16	11.37	19.46	0.26	0.141	0.103	0.000	0.010	0.001	0.029	0.003	0.030	0.051	U.S. Census 2000
Minorities With Requisite Skills in State	63.79	47.32	0.19	3.76	1.38	11.80	7.31	8.41	22.42	0.026	0.166	0.123	0.000	0.010	0.004	0.031	0.019	0.022	0.058	U.S. Census 2000
Promotable Minorities	90.08	85.25	0.00	0.00	0.41	3.70	16.11	21.48	36.77	0.026	0.234	0.222	0.000	0.000	0.001	0.010	0.042	0.056	0.10	Internal Human Resource Data HDOT
Training Institutions	62.75	47.89	0.38	3.30	2.49	16.66	3.40	6.29	10.71	0.05	0.031	0.024	0.000	0.002	0.001	0.008	0.002	0.003	0.005	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	69.3%	55.1%	0.0%	3.9%	0.0%	12.9%	6.7%	14.3%	23.0%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PARA-PROFESSIONALS

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 347

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	68.17	34.38	0.00	11.59	0.79	ND	ND	ND	ND	0.26	0.177	0.089	0.000	0.030	0.002	ND	ND	ND	ND	U.S. Census 2000
Minorities With Requisite Skills in State	78.80	48.97	0.22	6.66	1.27	ND	ND	ND	ND	0.026	0.205	0.127	0.001	0.017	0.003	ND	ND	ND	ND	U.S. Census 2000
Promotable Minorities	100.00	80.00	0.00	0.00	0.00	10.00	0.00	0.00	30.00	0.026	0.260	0.208	0.000	0.000	0.000	0.026	0.000	0.000	0.08	Internal Human Resource Data HDOT
Training Institutions	77.69	65.35	0.33	2.83	1.71	9.92	10.74	22.31	25.62	0.05	0.039	0.033	0.000	0.001	0.001	0.0049	0.005	0.011	0.013	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	80.2%	53.6%	0.0%	6.5%	0.0%	ND	ND	ND	ND	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: TECHNICIANS

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 390

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	72.90	52.15	0.75	2.80	0.00	6.59	0.00	31.73	21.56	0.26	0.190	0.136	0.002	0.007	0.000	0.0171	0.000	0.082	0.056	U.S. Census 2000
Minorities With Requisite Skills in State	75.48	54.173	0.00	5.87	1.17	13.53	5.21	17.00	30.89	0.026	0.196	0.141	0.000	0.015	0.003	0.0351	0.014	0.044	0.080	U.S. Census 2000
Promotable Minorities	84.00	72.50	0.00	1.33	0.00	14.67	10.67	24.00	45.33	0.026	0.218	0.189	0.000	0.003	0.000	0.0381	0.028	0.062	0.12	Internal Human Resource Data HDOT
Training Institutions	90.18	72.46	0.27	2.11	1.45	19.06	3.93	23.58	18.66	0.05	0.234	0.036	0.000	0.001	0.001	0.0459	0.010	0.061	0.049	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	77.0%	58.1%	0.0%	4.3%	0.0%	15.1%	4.5%	23.2%	28.1%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: PROTECTIVE SERVICES

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 610

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	79.74	47.58	0.52	9.02	0.52	29.81	0.00	17.07	19.11	0.26	0.207	0.124	0.001	0.023	0.001	0.078	0.000	0.044	0.050	U.S. Census 2000
Minorities With Requisite Skills in State	78.12	43.07	0.00	7.52	2.47	31.09	2.64	11.43	10.93	0.026	0.203	0.112	0.000	0.020	0.006	0.0808	0.007	0.030	0.028	U.S. Census 2000
Promotable Minorities	92.31	72.79	0.00	0.96	0.48	25.96	0.96	7.69	16.83	0.026	0.240	0.189	0.000	0.002	0.001	0.0674	0.002	0.020	0.04	Internal Human Resource Data HDOT
Training Institutions	76.36	59.27	1.09	7.64	6.90	14.54	0.00	10.91	12.73	0.05	0.038	0.030	0.001	0.004	0.003	0.0363	0.000	0.027	0.061	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	80.9%	53.4%	0.0%	6.6%	1.2%	31.1%	1.0%	15.3%	19.5%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: ADMINISTRATIVE SUPPORT

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 3,010

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	74.78	46.34	0.00	7.20	0.00	24.19	0.33	18.56	15.86	0.26	0.194	0.120	0.000	0.019	0.000	0.063	0.001	0.048	0.041	U.S. Census 2000
Minorities With Requisite Skills in State	79.32	55.306	0.15	6.26	1.02	20.07	6.05	13.79	24.65	0.026	0.206	0.144	0.000	0.016	0.003	0.0521	0.016	0.036	0.064	U.S. Census 2000
Promotable Minorities	95.16	82.95	0.00	1.07	0.00	20.43	4.84	17.74	40.32	0.026	0.247	0.216	0.000	0.003	0.000	0.0477	0.013	0.046	0.10	Internal Human Resource Data HDOT
Training Institutions	83.50	68.86	0.60	1.80	0.60	15.46	5.15	21.65	22.16	0.05	0.042	0.034	0.000	0.001	0.000	0.0077	0.003	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	8.1%	59.3%	0.0%	5.6%	0.0%	22.7%	3.4%	17.3%	23.2%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SERVICE AND MAINTENANCE

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 8,135

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	77.74	47.99	0.40	9.55	0.19	21.61	0.76	29.79	8.39	0.26	0.202	0.125	0.001	0.025	0.000	0.056	0.002	0.077	0.022	U.S. Census 2000
Minorities With Requisite Skills in State	80.80	54.538	0.16	7.34	1.02	19.70	7.04	24.52	10.86	0.026	0.210	0.142	0.000	0.019	0.003	0.0512	0.018	0.064	0.028	U.S. Census 2000
Promotable Minorities	91.59	80.79	0.00	0.97	0.28	34.34	4.69	25.66	15.17	0.026	0.238	0.210	0.000	0.003	0.001	0.0892	0.012	0.067	0.04	Internal Human Resource Data HDOT
Training Institutions	83.67	68.85	0.82	1.63	0.82	15.31	7.14	21.43	21.94	0.05	0.042	0.033	0.000	0.001	0.000	0.0076	0.004	0.011	0.011	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	81.3%	58.9%	0.0%	6.5%	0.0%	25.5%	3.7%	25.1%	11.7%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

AVAILABILITY COMPUTATION

Job Group: SKILLED CRAFTS WORKERS

COUNTY OF KAUAI

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availability of Minorities in County: 1,180

EEO Factors	Raw Percentages									Value Weight	Weighted Factors									Source of Statistics
	Total	AS	AI	HS	B	HW	CK	PH	JP		Total	AS	AI	HS	B	HW	CK	PH	JP	
Minority Population	70.49	59.24	0.36	8.22	0.30	39.32	1.07	19.15	12.75	0.05	0.035	0.030	0.000	0.004	0.001	0.020	0.001	0.010	0.006	Hawaii Dept. of Business, Economic Development and Tourism
Minority Workforce	66.41	43.86	0.47	7.47	0.16	20.08	0.65	19.56	12.46	0.05	0.033	0.022	0.000	0.004	0.000	0.010	0.000	0.010	0.006	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority Unemployment	75.00	38.33	1.67	13.33	0.00	30.35	0.00	17.68	5.94	0.07	0.053	0.027	0.001	0.009	0.000	0.021	0.000	0.124	0.004	Hawaii Dept. of Business, Econ. Dev. & Tourism American Fact Finder factfinder.census.gov (2000 census)
Minority With Requisite Skills in County	67.63	39.14	0.14	7.30	0.29	19.91	0.23	10.22	11.91	0.26	0.176	0.102	0.000	0.019	0.001	0.052	0.001	0.027	0.031	U.S. Census 2000
Minorities With Requisite Skills in State	76.80	49.446	0.13	6.30	0.84	13.18	1.79	14.45	17.69	0.026	0.200	0.129	0.000	0.016	0.002	0.0342	0.005	0.038	0.046	U.S. Census 2000
Promotable Minorities	87.01	78.60	0.00	0.56	0.00	18.64	2.26	22.60	31.07	0.026	0.226	0.204	0.000	0.001	0.000	0.0484	0.006	0.059	0.08	Internal Human Resource Data HDOT
Training Institutions	92.72	54.29	0.00	2.43	0.97	14.08	0.01	26.70	16.02	0.05	0.046	0.027	0.000	0.001	0.000	0.007	0.000	0.013	0.008	EEO4 Categories - Information from www.citytowninfo.com (breaks down info by all local universities) - for local EEO4A Categories - University of Hawaii Institutional Research Office
Internal Training	ND	ND	ND	ND	ND	ND	ND	ND	ND	0	ND	ND	ND	ND	ND	ND	ND	ND	ND	Internal Human Resource Data HDOT
FINAL AVAILABILITY FACTORS										1.00	77.9%	54.1%	0.0%	5.4%	0.0%	19.2%	1.3%	16.9%	21.2%	

Final availability factor's must be greater than the Raw % of factor number 4 and/or 5.

U.S. CENSUS RACIAL/ETHNIC CATEGORIES.
HAWAII SPECIFIC EE0-4A FORM RACIAL/ETHNIC CATEGORIES

AS - Asian
AI - American Indian
HS - Hispanic
B - Black & African American

HW - Hawaiin & Part Hawaiian
CK - Chinese & Korean
PH - Filipino
JP - Japanese

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: OFFICIALS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 18,544

Final Availability Factor's must be greater than the Raw % of factor number 4 and/or 5 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	41.60	0.26	0.108	U.S. Census 2000
5. Requisite Skills in Recruit Area	40.82	0.26	0.106	U.S. Census 2000
6. Promotable Females	32.33	0.26	0.084	Internal Human Resource Data HDOT
7. Training Instititions	0.00	0.05	0.000	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	37.90%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: PROFESSIONALS
HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 41,219

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	53.56	0.26	0.139	U.S. Census 2000
5. Requisite Skills in Recruit Area	54.86	0.26	0.143	U.S. Census 2000
6. Promotable Females	34.80	0.26	0.090	Internal Human Resource Data HDOT
7. Training Instititions	59.04	0.05	0.030	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	48.30%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: PARA-PROFESSIONALS

Numerical Availabilty of Females in Surrounding Labor Force: 4,581

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	78.11	0.26	0.203	U.S. Census 2000
5. Requisite Skills in Recruit Area	78.63	0.26	0.204	U.S. Census 2000
6. Promotable Females	35.71	0.26	0.093	Internal Human Resource Data HDOT
7. Training Instititions	89.00	0.05	0.045	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	62.60%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: TECHNICIANS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force:

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	47.57	0.26	0.124	U.S. Census 2000
5. Requisite Skills in Recruit Area	47.82	0.26	0.124	U.S. Census 2000
6. Promotable Females	4.23	0.26	0.011	Internal Human Resource Data HDOT
7. Training Instititions	24.28	0.05	0.012	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	35.20%	

ND - No Data

FEMALE AVAILABILITY

COUNTY OF HONOLULU

EEO-4 Category: ADMINISTRATIVE SUPPORT

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 53,175

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	74.00	0.26	0.192	U.S. Census 2000
5. Requisite Skills in Recruit Area	75.17	0.26	0.195	U.S. Census 2000
6. Promotable Females	80.23	0.26	0.209	Internal Human Resource Data HDOT
7. Training Instititions	95.65	0.05	0.048	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	72.50%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: SERVICE AND MAINTENANCE

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 46,921

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	37.74	0.26	0.098	U.S. Census 2000
5. Requisite Skills in Recruit Area	38.67	0.26	0.101	U.S. Census 2000
6. Promotable Females	30.34	0.26	0.079	Internal Human Resource Data HDOT
7. Training Instititions	46.77	0.05	0.023	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	38.20%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: SKILLED CRAFTS WORKERS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 2,070

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	6.15	0.26	0.016	U.S. Census 2000
5. Requisite Skills in Recruit Area	5.48	0.26	0.014	U.S. Census 2000
6. Promotable Females	1.14	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	10.54	0.05	0.005	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	11.90%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HONOLULU

EEO-4 Category: PROTECTIVE SERVICES

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 1,809

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES Raw Percentages	FEMALES Value Weights	FEMALES Weighted Factors	Source of Statistics
1. Female Population	49.72	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	43.53	0.05	0.022	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.65	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	16.67	0.26	0.043	U.S. Census 2000
5. Requisite Skills in Recruit Area	15.47	0.26	0.040	U.S. Census 2000
6. Promotable Females	1.34	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	8.57	0.05	0.004	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	17.10%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: OFFICIALS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 40,500

Final Availability Factor's must be greater than the Raw % of factor number 4 and/or 5 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	36.59	0.26	0.095	U.S. Census 2000
5. Requisite Skills in Recruit Area	40.82	0.26	0.106	U.S. Census 2000
6. Promotable Females	32.33	0.26	0.084	Internal Human Resource Data HDOT
7. Training Instititions	0.00	0.05	0.000	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	36.70%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: PROFESSIONALS
HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 6,551

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	60.18	0.26	0.156	U.S. Census 2000
5. Requisite Skills in Recruit Area	54.86	0.26	0.143	U.S. Census 2000
6. Promotable Females	34.80	0.26	0.090	Internal Human Resource Data HDOT
7. Training Instititions	59.04	0.05	0.030	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	50.10%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: PARA-PROFESSIONALS

Numerical Availabilty of Females in Surrounding Labor Force: 914

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES Raw Percentages	FEMALES Value Weights	FEMALES Weighted Factors	Source of Statistics
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	83.93	0.26	0.218	U.S. Census 2000
5. Requisite Skills in Recruit Area	78.63	0.26	0.204	U.S. Census 2000
6. Promotable Females	35.71	0.26	0.093	Internal Human Resource Data HDOT
7. Training Instititions	89.00	0.05	0.045	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	64.20%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: TECHNICIANS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 588

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	49.00	0.26	0.127	U.S. Census 2000
5. Requisite Skills in Recruit Area	47.82	0.26	0.124	U.S. Census 2000
6. Promotable Females	4.23	0.26	0.011	Internal Human Resource Data HDOT
7. Training Instititions	24.28	0.05	0.012	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	35.60%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: ADMINISTRATIVE SUPPORT

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 8,299

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	72.04	0.26	0.187	U.S. Census 2000
5. Requisite Skills in Recruit Area	75.17	0.26	0.195	U.S. Census 2000
6. Promotable Females	80.23	0.26	0.209	Internal Human Resource Data HDOT
7. Training Instititions	95.65	0.05	0.048	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	72.10%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: SERVICE AND MAINTENANCE

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 10,050

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	**Raw Percentages**	**Value Weights**	**Weighted Factors**	**Source of Statistics**
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	38.95	0.26	0.101	U.S. Census 2000
5. Requisite Skills in Recruit Area	38.67	0.26	0.101	U.S. Census 2000
6. Promotable Females	30.34	0.26	0.079	Internal Human Resource Data HDOT
7. Training Instititions	46.77	0.05	0.023	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	38.60%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: SKILLED CRAFTS WORKERS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 290

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	4.07	0.26	0.011	U.S. Census 2000
5. Requisite Skills in Recruit Area	5.48	0.26	0.014	U.S. Census 2000
6. Promotable Females	1.14	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	10.54	0.05	0.005	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	11.50%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF HAWAII

EEO-4 Category: PROTECTIVE SERVICES

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 246

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	**Raw Percentages**	**Value Weights**	**Weighted Factors**	**Source of Statistics**
1. Female Population	49.89	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	45.40	0.05	0.023	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	48.02	0.07	0.034	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	13.55	0.26	0.035	U.S. Census 2000
5. Requisite Skills in Recruit Area	15.47	0.26	0.040	U.S. Census 2000
6. Promotable Females	1.34	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	8.57	0.05	0.004	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	16.40%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: OFFICIALS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 2,665

Final Availability Factor's must be greater than the Raw % of factor number 4 and/or 5 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	40.59	0.26	0.106	U.S. Census 2000
5. Requisite Skills in Recruit Area	40.82	0.26	0.106	U.S. Census 2000
6. Promotable Females	32.33	0.26	0.084	Internal Human Resource Data HDOT
7. Training Instititions	0.00	0.05	0.000	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	37.50%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: PROFESSIONALS
HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 5,101

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES Raw Percentages	FEMALES Value Weights	FEMALES Weighted Factors	Source of Statistics
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	55.69	0.26	0.115	U.S. Census 2000
5. Requisite Skills in Recruit Area	54.86	0.26	0.143	U.S. Census 2000
6. Promotable Females	34.80	0.26	0.090	Internal Human Resource Data HDOT
7. Training Instititions	59.04	0.05	0.030	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	45.70%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: PARA-PROFESSIONALS

Numerical Availabilty of Females in Surrounding Labor Force: 878

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	76.68	0.26	0.199	U.S. Census 2000
5. Requisite Skills in Recruit Area	78.63	0.26	0.204	U.S. Census 2000
6. Promotable Females	35.71	0.26	0.093	Internal Human Resource Data HDOT
7. Training Instititions	89.00	0.05	0.045	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	62.00%	

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: TECHNICIANS

HAWAII DEPARTMENT OF TRANSPORTATION
Numerical Availabilty of Females in Surrounding Labor Force: 559

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	51.05	0.26	0.133	U.S. Census 2000
5. Requisite Skills in Recruit Area	47.82	0.26	0.124	U.S. Census 2000
6. Promotable Females	4.23	0.26	0.011	Internal Human Resource Data HDOT
7. Training Instititions	24.28	0.05	0.012	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	35.90%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: ADMINISTRATIVE SUPPORT

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 2,200

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	78.57	0.26	0.204	U.S. Census 2000
5. Requisite Skills in Recruit Area	75.17	0.26	0.195	U.S. Census 2000
6. Promotable Females	80.23	0.26	0.209	Internal Human Resource Data HDOT
7. Training Instititions	95.65	0.05	0.048	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	73.50%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: SERVICE AND MAINTENANCE

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 9,645

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	37.03	0.26	0.096	U.S. Census 2000
5. Requisite Skills in Recruit Area	38.67	0.26	0.101	U.S. Census 2000
6. Promotable Females	30.34	0.26	0.079	Internal Human Resource Data HDOT
7. Training Instititions	46.77	0.05	0.023	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	37.80%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: SKILLED CRAFTS WORKERS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 6,600

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	4.80	0.26	0.012	U.S. Census 2000
5. Requisite Skills in Recruit Area	5.48	0.26	0.014	U.S. Census 2000
6. Promotable Females	1.14	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	10.54	0.05	0.005	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	11.30%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF MAUI

EEO-4 Category: PROTECTIVE SERVICES

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 182

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.78	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	41.67	0.05	0.021	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.57	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	11.90	0.26	0.031	U.S. Census 2000
5. Requisite Skills in Recruit Area	15.47	0.26	0.040	U.S. Census 2000
6. Promotable Females	1.34	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	8.57	0.05	0.004	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	15.70%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: OFFICIALS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 1,178

Final Availability Factor's must be greater than the Raw % of factor number 4 and/or 5 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	40.55	0.26	0.105	U.S. Census 2000
5. Requisite Skills in Recruit Area	40.82	0.26	0.106	U.S. Census 2000
6. Promotable Females	32.33	0.26	0.084	Internal Human Resource Data HDOT
7. Training Instititions	0.00	0.05	0.000	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	37.20%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: PROFESSIONALS
HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 2,654

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	61.01	0.26	0.159	U.S. Census 2000
5. Requisite Skills in Recruit Area	54.86	0.26	0.143	U.S. Census 2000
6. Promotable Females	34.80	0.26	0.090	Internal Human Resource Data HDOT
7. Training Instititions	59.04	0.05	0.030	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	49.90%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: PARA-PROFESSIONALS

Numerical Availabilty of Females in Surrounding Labor Force: 486

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES Raw Percentages	FEMALES Value Weights	FEMALES Weighted Factors	Source of Statistics
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	79.76	0.26	0.207	U.S. Census 2000
5. Requisite Skills in Recruit Area	78.63	0.26	0.204	U.S. Census 2000
6. Promotable Females	35.71	0.26	0.093	Internal Human Resource Data HDOT
7. Training Instititions	89.00	0.05	0.045	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	62.60%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: TECHNICIANS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 65

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	44.11	0.26	0.115	U.S. Census 2000
5. Requisite Skills in Recruit Area	47.82	0.26	0.124	U.S. Census 2000
6. Promotable Females	4.23	0.26	0.011	Internal Human Resource Data HDOT
7. Training Instititions	24.28	0.05	0.012	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	33.90%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: ADMINISTRATIVE SUPPORT

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 3168

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	Raw Percentages	Value Weights	Weighted Factors	Source of Statistics
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	78.71	0.26	0.205	U.S. Census 2000
5. Requisite Skills in Recruit Area	75.17	0.26	0.195	U.S. Census 2000
6. Promotable Females	80.23	0.26	0.209	Internal Human Resource Data HDOT
7. Training Instititions	95.65	0.05	0.048	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	73.40%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: SERVICE AND MAINTENANCE

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 3,714

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	**Raw Percentages**	**Value Weights**	**Weighted Factors**	**Source of Statistics**
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	35.49	0.26	0.092	U.S. Census 2000
5. Requisite Skills in Recruit Area	38.67	0.26	0.101	U.S. Census 2000
6. Promotable Females	30.34	0.26	0.079	Internal Human Resource Data HDOT
7. Training Instititions	46.77	0.05	0.023	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	37.20%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: SKILLED CRAFTS WORKERS

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 86

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

8 Factor Consideration Required	FEMALES			Source of Statistics
	Raw Percentages	Value Weights	Weighted Factors	
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	3.09	0.26	0.008	U.S. Census 2000
5. Requisite Skills in Recruit Area	5.48	0.26	0.014	U.S. Census 2000
6. Promotable Females	1.14	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	10.54	0.05	0.005	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	10.70%	

ND - No Data

FEMALE AVAILABILITY
COUNTY OF KAUAI

EEO-4 Category: PROTECTIVE SERVICES

HAWAII DEPARTMENT OF TRANSPORTATION

Numerical Availabilty of Females in Surrounding Labor Force: 80

Final Availability Factor's must be greater than the Raw % of factor number 3 and/or 4 (females)

	FEMALES			
8 Factor Consideration Required	**Raw Percentages**	**Value Weights**	**Weighted Factors**	**Source of Statistics**
1. Female Population	49.96	0.05	0.025	Hawaii Dept. of Business, Economic Development and Tourism
2. Size of Female Unemployment	38.33	0.05	0.019	Hawaii Dept. of Business, Economic Development and Tourism
3. Female Workforce	46.81	0.07	0.033	Hawaii Dept. of Business, Economic Development and Tourism
4. Females Having Requisite Skills	10.46	0.26	0.027	U.S. Census 2000
5. Requisite Skills in Recruit Area	15.47	0.26	0.040	U.S. Census 2000
6. Promotable Females	1.34	0.26	0.003	Internal Human Resource Data HDOT
7. Training Instititions	8.57	0.05	0.004	University of Hawaii Institutional Research Office
8. Internal Training	ND	0.00	0.000	Internal Human Resource Data HDOT
FINAL AVAILABILITY		1.0	15.10%	

ND - No Data