A Deep Dive into the new EEO/AA Census Data

EEO ∩ CONSULTING
Your Gateway to Affirmative Action Compliance

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Judy Julius – Owner/Primary Consultant

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Now celebrating 28 years in business, our company develops Affirmative Action Programs for federal contractors in the Supply and Service Industry. We also conduct training classes. We are based in St. Louis, MO but have clients across the country. I've been writing AAPs for 40 years including 13 years in Corporate HR. Our team can get your company in compliance with OFCCP's ever changing regulations and provide reports that HR can use to improve results.

Disclaimer

I'm not at attorney and this is not legal advice

Fun Facts About Judy

- Not an Attorney; I'm a Practitioner

- Never worked for the OFCCP

- Wrote my first AAP in 1981 for McDonell Douglas (Boeing) (1st AAPs in the country)

- Had my own Company since 1993

- From '93 to '03 - had to call the University to get my Census Data

- In 2000, when I didn't get the long form - I called the census bureau to get one ; I wanted to be included in the data I use every day

- I have been writing and talking with the Census bureau since March 30, 2020, when they took down the 2010 tables (GS-140245)

- Industries include banking, manufacturing, financial, coal mines, steel foundries, healthcare, utilities and one slaughter plant

- Have clients from Vermont to Hawaii with 50 to 4,000 employees

Today's Agenda

Please submit your questions as we go!

- History of Census Data including Why the changes
- National & State Tables
- Metro & Micro Tables (CBSAs)
- County Sets Tables
- Industry Data Tables (9W)
- Questions HR/DEI Should Anticipate
- Links to Everything you Need

Polling Question:
Will this data be used in your AAP, for DEI benchmarks, both or I have no idea?

Two ways the EEO Census Tables are used

Affirmative Action Goals

DEI Benchmarking

EEO Census Data
+ Internal Feeders
= Affirmative Action Goals

- This is the yardstick by which you are measured
- Must be reasonable and attainable
- OFCCP issued a notice that the new data must be used for AAPs developed on or after 1/1/22

DEI Benchmarks: Imagine they are presented in a courtroom

They should be based on data – not pulled out of thin air.

Since the beginning of time, we have documented people's occupations.

Eventually – job titles were assigned occupation codes.
(Deer Hunter = Code 6115)

Occupation Index
(Dictionary of Occupational Titles)

Current Occupation Index (2018) has over 32,000 titles

These titles have been assigned 579 different occupation codes (there were 535 codes in 2010)
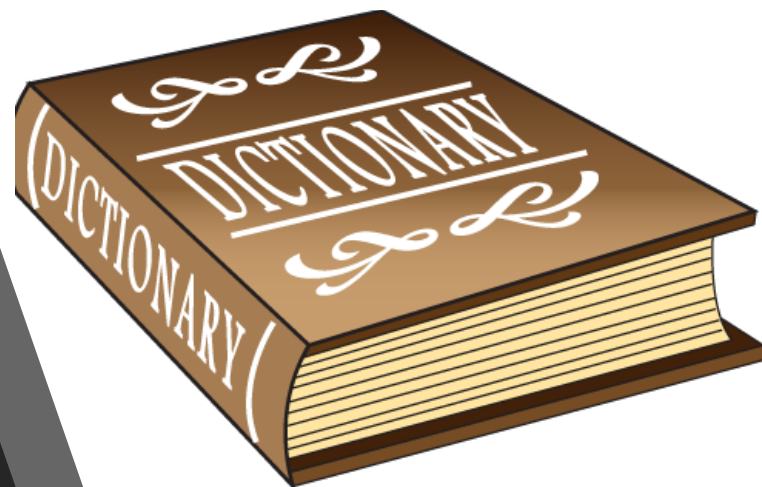
Occupation Codes vs Census Codes = Major Aggregation!
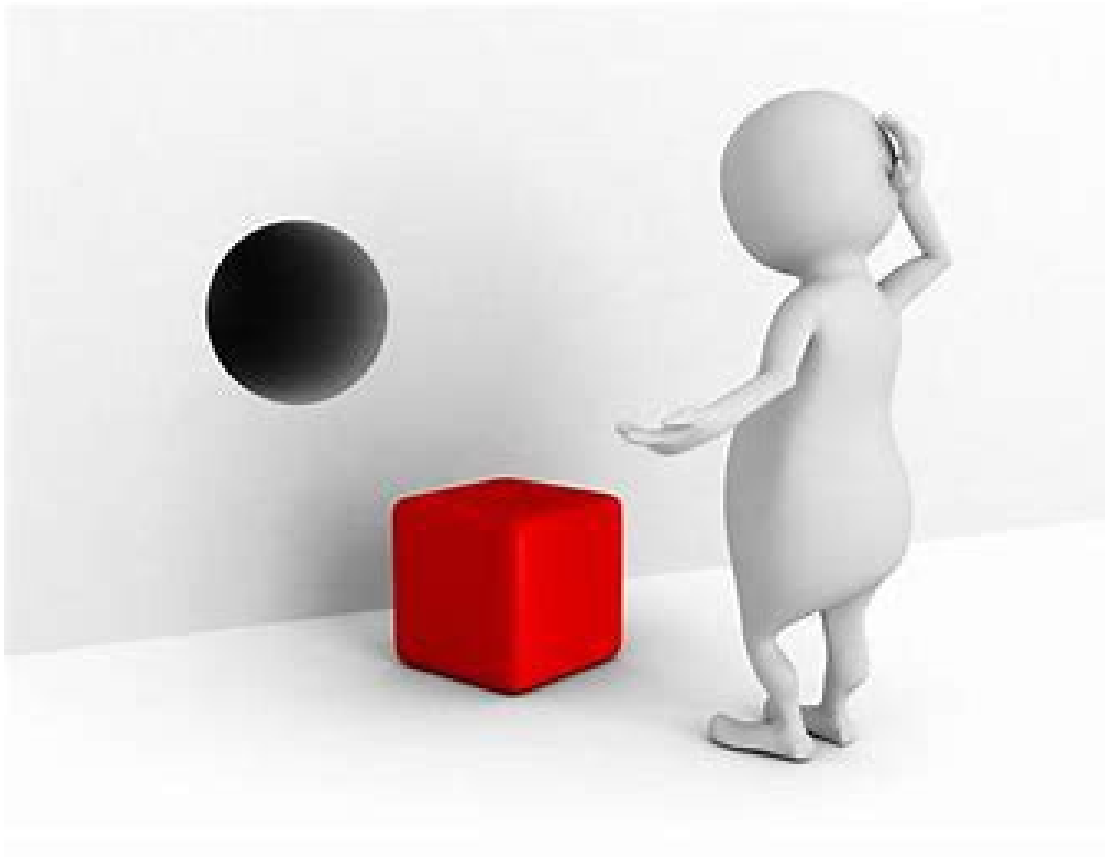
- **Those 579 Occupations codes have been aggregated into only 237 Census codes!**

- In 2010 we have 535 Occupation codes in 488 Census Codes

When you think of Census Data – you might think of this: 1910 Census Data

The American Community

This is not your Grandpa's Census Data

It's not even the form you filled out in 2020

<mark>ACS Data: 2014-2018</mark>

- Implemented by Congress in 2005
- 5-year period-of-time
- Replaces the long form
- Sent to 3.5 million addresses each year
- Includes data on education, income, language proficiency, disability, citizenship, employment and housing
- Consortium who pays for census data includes:
  - Dept of Labor – OFCCP
  - EEOC
  - Dept of Justice
  - Office of Personnel Mgmt and Budgets

Major changes to the ACS EEO Tables from 2010 to 2018

488 Census Codes = 237

60 Metro Areas Suppressed and then released as Collapsed!

County Sets Redefined

90 Industry Codes = 20

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Let's look at the crosswalk
from 488 census
codes to 237 codes

Some of you have
these codes in your
HRIS.

Pay Close attention to
the Boxes

Crosswalk from 2010 to 2018 Census Codes

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions (Detailed Census codes listed before description, when applicable; 2018 SOC Code shown in parantheses)	2018 Census PUMS Occupation Code
0010	11-1000	Top executives	0010-0020
	Combines:		
	11-10XX	0010-Chief executives and legislators	
		Combines:	
		0010-Chief executives (11-1011)	
		0030-Legislators (11-1031)	
	11-1021	0020-General and operations managers	
0040	11-2000	Advertising, marketing, promotions, public relations, and sales managers	0040-0060
	Combines:		
	11-2011	0040-Advertising and promotions managers	
	11-2021	0051-Marketing managers	
	11-2022	0052-Sales managers	
	11-2030	0060-Public relations and fundraising managers	
0120	11-3031	Financial managers	0120
0101	11-3010	Administrative services and facilities managers	0101, 0102
	Combines:		
	11-3012	0101-Administrative services managers	
	11-3013	0102-Facilities managers	
0110	11-3021	Computer and information systems managers	0110
0135	11-3111	Compensation and benefits managers	0135
0136	11-3121	Human resources managers	0136
0137	11-3131	Training and development managers	0137
0140	11-3051	Industrial production managers	0140
0150	11-3061	Purchasing managers	0150
0160	11-3071	Transportation, storage, and distribution managers	0160

Crosswalk cont.

0810	13-20XX	Other financial specialists	0810, 0850-0910, 0940, 0960
	Combines:		
	13-2020	0810-Property appraisers and assessors	
	13-2052	0850-Personal financial advisors	
	13-2053	0860-Insurance underwriters	
	13-2061	0900-Financial examiners	
	13-2070	0910-Credit counselors and loan officers	
	13-2082	0940-Tax preparers	
	13-20XX	0960-Other financial specialists	
		Combines:	
		Financial risk specialists (13-2054)	
		Financial specialists, all other (13-2099)	

1541	17-3000	Drafters, engineering rechnicians, and mapping technicians	1541-1560
	Combines:		
	17-3011	1541-Architectural and civil drafters	
	17-301X	1545-Other drafters	
		Combines:	
		Electrical and electronics drafters (17-3012)	
		Mechanical drafters (17-3013)	
		Drafters, all other (17-3019)	
	17-3023	1551-Electrical and electronic engineering technologists and technicians	
	17-302X	1555-Other engineering technologists and technicians, except drafters	
		Combines:	
		Aerospace engineering and operations technologists and technicians (17-3021)	
		Civil engineering technologists and technicians (17-3022)	
		Electro-mechanical and mechatronics technologists and technicians (17-3024)	
		Environmental engineering technologists and technicians (17-3025)	
		Industrial engineering technologists and technicians (17-3026)	
		Mechanical engineering technologists and technicians (17-3027)	
		Calibration technologists and technicians (17-3028)	
		Engineering technologists and technicians, except drafters, all other (17-3029)	
	17-3031	1560-Surveying and mapping technicians	

Crosswalk, cont.

3515	29-2072	Medical records specialists	3515
3520	29-2081	Opticians, dispensing	3520
3300	29-20XX	Other health technologists and technicians	3300, 3321-3330, 3421-3430, 3500, 3545
	Combines:		
	29-2010	3300-Clinical laboratory technologists and technicians	
	29-2031	3321-Cardiovascular technologists and technicians	
	29-2032	3322-Diagnostic medical sonographers	
	29-2034	3323-Radiologic technologists and technicians	
	29-2035	3324-Magnetic resonance imaging technologists	
	29-203X	3330-Nuclear medicine technologists and medical dosimetrists	
		Combines:	
		Nuclear medicine technologists (29-2033)	
		Medical dosimetrists (29-2036)	
	29-2052	3421-Pharmacy technicians	
	29-2053	3422-Psychiatric technicians	
	29-2055	3423-Surgical technologists	
	29-2056	3424-Veterinary technologists and technicians	
	29-205X	3430-Dietetic technicians and ophthalmic medical technicians	
		Combines:	
		Dietetic technicians (29-2051)	
		Ophthalmic medical technicians (29-2057)	
	29-2061	3500-Licensed practical and licensed vocational nurses	
	29-2090	3545-Miscellaneous health technologists and technicians	
3550	29-9000	Other healthcare practitioners and technical occupations	3550

Crosswalk, cont.

4700	41-1011	First-line supervisors of retail sales workers	4700
4710	41-1012	First-line supervisors of non-retail sales workers	4710
4720	41-2010	Cashiers	4720
4740	41-20XX	Retail sales workers, except cashiers	4740-4760
	Combines:		
	41-2021	4740-Counter and rental clerks	
	41-2022	4750-Parts salespersons	
	41-2031	4760-Retail salespersons	
4800	41-3000	Sales representatives, services	4800-4840
	Combines:		
	41-3011	4800-Advertising sales agents	
	41-3021	4810-Insurance sales agents	
	41-3031	4820-Securities, commodities, and financial services sales	
	41-3041	4830-Travel agents	
	41-3091	4840-Sales representatives of services, except advertising, insurance, financial services, and travel	
4850	41-4010	Sales representatives, wholesale and manufacturing	4850
4900	41-90XX	Other sales and related workers, except real estate brokers and	4900, 4930-4965
	Combines:		
	41-9010	4900-Models, demonstrators, and product promoters	
	41-9031	4930-Sales engineers	
	41-9041	4940-Telemarketers	
	41-9091	4950-Door-to-door sales workers, news and street vendors,	
	41-9099	4965-Sales and related workers, all other	

Crosswalk, cont.

7700-8640	51-0000	Production Occupations:	7700-8990
7700	51-1011	First-line supervisors of production and operating workers	7700
7720	51-2020	Electrical, electronics, and electromechanical assemblers	7720
7730	51-2031	Engine and other machine assemblers	7730
7740	51-2041	Structural metal fabricators and fitters	7740
7925	51-4000	Metal workers and plastic workers	7925-8225
	Combines:		
	51-4020	7925-Forming machine setters, operators, and tenders, metal	
	51-4031	7950-Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	
	51-4033	8000-Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	
	51-403X	8025-Other machine tool setters, operators, and tenders, metal and plastic	
	51-4041	8030-Machinists	
	51-4050	8040-Metal furnace operators, tenders, pourers, and casters	
	51-40XX	8100-Model makers, patternmakers, and molding machine	
		Combines:	
		8060-Model makers and patternmakers, metal and plastic (51-	
		8100-Molders and molding machine setters, operators, and tenders, metal and plastic (51-4070)	
	51-4111	8130-Tool and die makers	
	51-4120	8140-Welding, soldering, and brazing workers	
	51-4XXX	8225-Other metal workers and plastic workers	
		Metal workers and plastic workers, all other (51-4199)	

Crosswalk, cont.

8640	51-9000	Other production workers	7905, 8640-8990
	Combines:		
	51-9010	8640-Chemical processing machine setters, operators, and tenders	
	51-9020	8650-Crushing, grinding, polishing, mixing, and blending workers	
	51-9030	8710-Cutting workers	
	51-9041	8720-Extruding, forming, pressing, and compacting machine setters, operators, and tenders	
	51-9051	8730-Furnace, kiln, oven, drier, and kettle operators and tenders	
	51-9061	8740-Inspectors, testers, sorters, samplers, and weighers	
	51-9071	8750-Jewelers and precious stone and metal workers	
	51-9080	8760-Dental and ophthalmic laboratory technicians and medical appliance technicians	
	51-9111	8800-Packaging and filling machine operators and tenders	
	51-9120	8810-Painting workers	
	51-9151	8830-Photographic process workers and processing machine operators	
	51-9160	7905-Computer numerically controlled tool operators and programmers	
	51-9191	8850-Adhesive bonding machine operators and tenders	
	51-9194	8910-Etchers and engravers	
	51-9195	8920-Molders, shapers, and casters, except metal and plastic	
	51-9196	8930-Paper goods machine setters, operators, and tenders	
	51-9197	8940-Tire builders	
	51-9198	8950-Helpers--production workers	
	51-91XX	8990-Miscellaneous production workers, including equipment operators and tenders	

Crosswalk, cont.
(Same code may includes other skill sets)

9030	53-2000	Air transportation workers
	Combines:	
	53-2010	9030-Aircraft pilots and flight engineers
	53-2020	9040-Air traffic controllers and airfield operations specialists
	53-2031	9050-Flight attendants
9610	53-7060	Laborers and Material Movers
	Combines:	
	53-7061	9610-Cleaners of vehicles and equipment
	53-7062	9620-Laborers and freight, stock, and material movers, hand
	53-7063	9630-Machine feeders and offbearers
	53-7064	9640-Packers and packagers, hand
	53-7065	9645-Stockers and order fillers
9510	53-7XXX	Other material moving workers
	Combines:	
	53-7021	9510-Crane and tower operators
	53-70XX	9570-Conveyor, dredge, and hoist and winch operators
		Combines:
		Conveyor operators and tenders (53-7011)
		Dredge operators (53-7031)
		Hoist and winch operators (53-7041)
	53-7051	9600-Industrial truck and tractor operators
	53-7070	9650-Pumping station operators
	53-7081	9720-Refuse and recyclable material collectors
	53-71XX	9760-Other material moving workers
		Combines:
		Tank car, truck, and ship loaders (53-7121)
		Material moving workers, all other (53-7199)

Who?
What?
Where?
When?

Why Did the Census Bureau Aggregate so much?!

Who managed the data aggregation?

- Occupation Index is managed by census bureau staff in Jeffersonville, IN
- Type in what is written by respondent and try to find a match

What were they asked to do with the EEO Tables?

- Collect data from 2014 to 2018 per two Agreements with Sponsors:
  - Publish the tables
  - Publish the "pretty" search tool

Where is the data available?

- www2.census.gov: Data Warehouse - Not User Friendly
- www.census.gov/acs/www/data/eeo-data/eeo-tables-2018/

When was it decided to aggregate the data?

- Long before 2016!!

Why was the data aggregated?

- Cost of space on the server
- Privacy concerns
- Census Bureau gets sued a lot (not over EEO Tables)
- Lack of staffing
- Lack of details from respondents: ie: said Teacher – but not what kind of teacher

Only remap EEO/AA data every 8 to 10 years

- Remapped in 2013 (3 digits to 4)
- Remap in 2021- Leading zeroes are gone in Excel

- **Currently using 2006 to 2010 ACS Data**
  - That covered 154 Million people (154,037,475)
  - Included 1.6 Million unemployed
  - Released for use in 2013

- **"New" tables cover 2014 to 2018**
  - Covers 162 Million people (162,248,197)
  - Includes 1.9 Million unemployed
  - Released Feb 8, 2021

- **Next Occupation Index due 2028**
  - Next EEO Tables will be out in 2031

Polling Question:
Will you be using National, Metro, County, all the above or I have no idea?

National & State Census Data

2014-2018 ACS 5-Year EEO Table

- Available through the search tool
- Most reliable data
- Includes 50 state plus DC and Puerto Rico
- Can also download entire files as cvs or excel
- Great for AAP Goals if that is where you recruit and for DEI Benchmarking
- Remember: There are only 237 codes!

The Search Table was Released 5/19/21!

New Search Tool Includes:

AMERICAN COMMUNITY SURVEY (ACS)

2014 - 2018 EEO Tables

2006 - 2010 EEO Tables

< **Back to Equal Employment Opportunity (EEO) Data**

2014—2018 EEO Tables

(ACS 5-Year Data)

Supported Browsers: Firefox, Chrome, and Microsoft Edge

Step 1. — Select a Table

Note: Availability of geographies depends upon the table selected.

Show All   Hide All

∨ **Detailed Census Occupation by Sex and Race/Ethnicity**

∨ **Detailed Census Occupation by Sex and Race/Ethnicity (incl. Citizenship)**

∨ **EEO Occupational Groups by Sex and Race/Ethnicity (incl. Citizenship)**

∨ **EEO-1 Job Categories by Sex and Race/Ethnicity**

∨ **Federal Sector Job Groups by Sex and Race/Ethnicity (incl. Citizenship)**

∨ **State and Local Government Job Groups by Sex and Race/Ethnicity (incl. Citizenship)**

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For AAP Data – Use 1R/1W – Detailed Codes
For DEI Data could use 1R/1W or 4R/4W

Step 1. — Select a Table

Note: Availability of geographies depends upon the table selected.

[Show All] [Hide All]

⌄ Detailed Census Occupation by Sex and Race/Ethnicity

○ EEO-ALL01R — Occupation by Sex and Race/Ethnicity for Residence Geography

○ EEO-ALL01W — Occupation by Sex and Race/Ethnicity for Worksite Geography

⌄ EEO-1 Job Categories by Sex and Race/Ethnicity

○ EEO-ALL04W — EEO-1 Job Categories by Sex and Race/Ethnicity for Worksite Geography, Total Population

○ EEO-ALL04R — EEO-1 Job Categories by Sex and Race/Ethnicity for Residence Geography, Total Population

PO Box 100 Saint Peters, MO, 63376
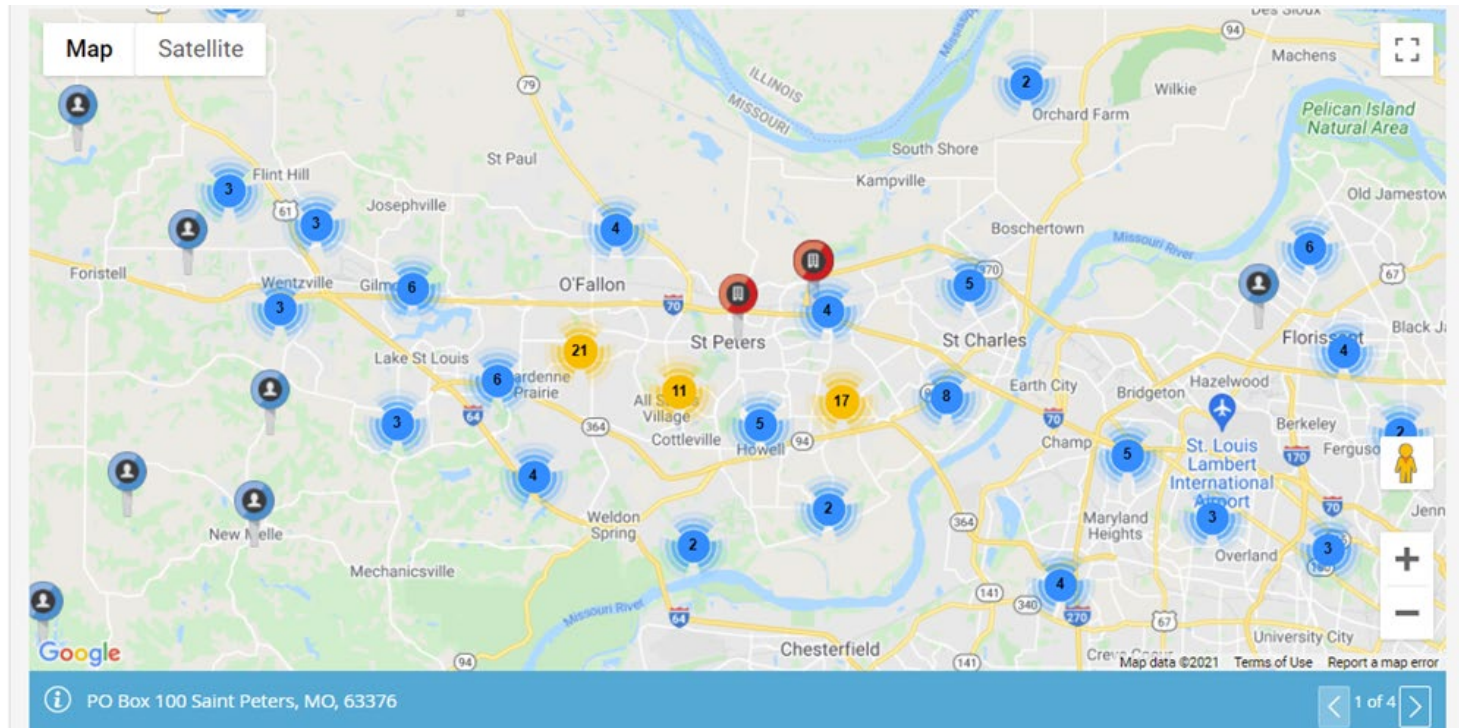
Why should you use 1R – Residence Tables?
Recruiting Area

- Your census data needs to cover where 90% of your employees live
- Should be running data by county of current employees
- More people are working from home
- **County sets are not available for 1W**

Select Table; Select Geography; Click "Get EEO Table"

ACS National Search "Human" – First 12 rows:
Note: Quick Search and Display Rows

Quick Search: `Human`   **DETAILED OCCUPATION SEARCH**   **DOWNLOAD**   **SHOW MOE** HIDE MOE   Display `12` Rows

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black alone	American Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander	
Human resources managers : 11-3121 / 0136								
Total	421,185	53,760	290,765	43,175	1,900	22,790	510	8,285
Male	166,535	23,290	114,775	13,995	615	10,650	125	3,085
Female	254,650	30,470	175,990	29,180	1,285	12,140	385	5,200
Percent Total	100.0%	12.8%	69.0%	10.3%	0.5%	5.4%	0.1%	2.0%
Percent Male	39.5%	5.5%	27.3%	3.3%	0.1%	2.5%	0.0%	0.7%
Percent Female	60.5%	7.2%	41.8%	6.9%	0.3%	2.9%	0.1%	1.2%
Human resources workers : 13-1070 / 0630								
Total	834,500	103,165	547,995	115,900	4,565	42,850	1,110	18,920
Male	223,240	28,395	147,680	30,190	1,400	10,560	305	4,710
Female	611,260	74,770	400,315	85,710	3,165	32,290	800	14,215
Percent Total	100.0%	12.4%	65.7%	13.9%	0.5%	5.1%	0.1%	2.3%
Percent Male	26.8%	3.4%	17.7%	3.6%	0.2%	1.3%	0.0%	0.6%
Percent Female	73.2%	9.0%	48.0%	10.3%	0.4%	3.9%	0.1%	1.7%

ACS State Search – "Human" – First 12 Rows

Table: EEO-All01R - Occupation by Sex and Race/Ethnicity for Residence Geography
Geography: Missouri
Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Quick Search: human   DETAILED OCCUPATION SEARCH   DOWNLOAD   SHOW MOE   HIDE MOE   Display 12 Rows

| | | | Not Hispanic or Latino, One Race | | | | | |
	Total All Groups	Hispanic or Latino	White alone	Black alone	American Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander	Balance of not Hispanic or Latino
Human resources managers : 11-3121 / 0136								
Total	7,270	135	6,070	895	10	55	0	105
Male	2,765	85	2,380	185	10	25	0	85
Female	4,500	50	3,690	710	0	30	0	25
Percent Total	100.0%	1.9%	83.5%	12.3%	0.1%	0.8%	0.0%	1.4%
Percent Male	38.0%	1.2%	32.7%	2.5%	0.1%	0.3%	0.0%	1.2%
Percent Female	61.9%	0.7%	50.8%	9.8%	0.0%	0.4%	0.0%	0.3%
Human resources workers : 13-1070 / 0630								
Total	14,115	460	11,040	2,165	35	165	0	250
Male	3,495	150	2,650	450	25	95	0	130
Female	10,620	310	8,390	1,715	10	70	0	125
Percent Total	100.0%	3.3%	78.2%	15.3%	0.2%	1.2%	0.0%	1.8%
Percent Male	24.8%	1.1%	18.8%	3.2%	0.2%	0.7%	0.0%	0.9%
Percent Female	75.2%	2.2%	59.4%	12.2%	0.1%	0.5%	0.0%	0.9%

Core Based Statistical Areas (CBSAs)

Also known as the Metro and Micro Areas

CBSA	CBSA
Baltimore-Columbia-Towson, MD Metro Area	Lewiston, ID-WA Metro Area
Baton Rouge, LA Metro Area	Logan, UT-ID Metro Area
Big Stone Gap, VA Micro Area	London, KY Micro Area
Billings, MT Metro Area	Louisville/Jefferson County, KY-IN M
Bloomington, IL Metro Area	Marinette, WI-MI Micro Area
Branson, MO Micro Area	McComb, MS Micro Area
Cape Girardeau, MO-IL Metro Area	Memphis, TN-MS-AR Metro Area
Carbondale-Marion, IL Metro Area	Morristown, TN Metro Area
Charlotte-Concord-Gastonia, NC-SC Metro Area	Nashville-Davidson--Murfreesboro--
Charlottesville, VA Metro Area	Natchez, MS-LA Micro Area
Cincinnati, OH-KY-IN Metro Area	Ontario, OR-ID Micro Area
Clarksville, TN-KY Metro Area	Paducah, KY-IL Micro Area
Columbus, GA-AL Metro Area	Panama City, FL Metro Area
Corpus Christi, TX Metro Area	Peoria, IL Metro Area
Cumberland, MD-WV Metro Area	Pittsburgh, PA Metro Area
Des Moines-West Des Moines, IA Metro Area	Point Pleasant, WV-OH Micro Area
Duluth, MN-WI Metro Area	Ponce, PR Metro Area
Evansville, IN-KY Metro Area	Quincy, IL-MO Micro Area
Fayetteville-Springdale-Rogers, AR-MO Metro Area	Richmond, VA Metro Area
Fort Madison-Keokuk, IA-IL-MO Micro Area	Richmond-Berea, KY Micro Area
Fort Smith, AR-OK Metro Area	St. Joseph, MO-KS Metro Area
Fort Wayne, IN Metro Area	San Juan-Carolina-Caguas, PR Metro
Gainesville, FL Metro Area	Shreveport-Bossier City, LA Metro Ar
Gulfport-Biloxi-Pascagoula, MS Metro Area	Sioux City, IA-NE-SD Metro Area
Hagerstown-Martinsburg, MD-WV Metro Area	Spartanburg, SC Metro Area
Hattiesburg, MS Metro Area	Talladega-Sylacauga, AL Micro Area
Huntington-Ashland, WV-KY-OH Metro Area	Terre Haute, IN Metro Area
Jackson, MS Metro Area	Toledo, OH Metro Area
Jackson, TN Metro Area	Virginia Beach-Norfolk-Newport Nev
Kingsport-Bristol-Bristol, TN-VA Metro Area	Washington-Arlington-Alexandria, D

60
Suppressed
Cities
(CBSAs)

User Note: Suppressed CBSAs = "Collapsed"
FTP site first: then EEO Table Tool
Currently only available at the data warehouse in Excel

October 2021

Additional geographies to be added

Close User Note

The Census Bureau identified a processing error in the 2014-2018 EEO Tabulation, which resulted in a re-run to add additional geographies. This decision was based on feedback from EEO consortium members, EEO data users and a review of the original geographic population thresholds applied. We inadvertently suppressed counties and CBSAs with a resident population of less than 50,000 for Table Sets 3 through 7. Additionally, based on feedback from EEO data users and Department of Labor Office of Federal Contract Compliance Programs (DOL-OFCCP), the Census Bureau will add additional tables for Table Set 1 under the label "Collapsed." These collapsed tables will provide percentages only for suppressed counties and CBSAs not available in Table Set 1.

Data users should be aware that Census Bureau staff are re-running these table sets and will add back additional geographies to the FTP site and the EEO Table Tool. We will also add updates to the EEO Tabulation topic page on the Census Bureau website. This process is expected to take several weeks, and the new tables will be uploaded to the FTP site first, followed by the EEO Table Tool. This note will be updated to reflect this action. For a summary of the updated thresholds by table set, please see the following Excel file: EEO 2014-2018-5-Year-Re-Run-List_10.7.21.xlsx.
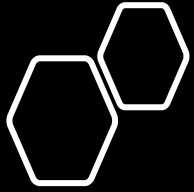
CBSA Data cont.

Your Metro may not include the same counties as it did in 2010

- Dallas does not include Hood or Sommervell
- Minneapolis does not include Sibley
- New York-N. New Jersey-Long Island NY-NJ-PA=
-   New York-Newark-Jersey City, NY-NJ-PA
- See CBSA Definitions

If something seems off with the percentages:

- Check the total headcounts and margins of error
- There's probably a small # of respondents

Options when you don't like the percentages:

- Choose another code
- Combine with another code
- Use a larger recruiting area
- Use whatever makes sense and keeps your goals reasonable and attainable
- Use the lowest number on the Margin of Error (MOE) and make a note

County Sets

- Before you use them - Go to County Set Definitions – Definitions have changed!
- Keep an eye on the Margins of Error
- Smaller Numbers = Larger Margins of Error

Changes in County Sets – Sample

Counties for Prior Census Data	Counties for New Census
Clay+Hamilton+Wayne+White County Set, IL	Clay+Hamilton+Wayne+White
Edwards+Lawrence+Richland+Wabash County Set, IL	Richland and Nearby Counties 50
Daviess+Knox+Martin County Set, IN	Daviess+Greene+Martin
	Gibson+Knox
Dubois+Pike+Spencer County Set, IN	Dubois+Pike
Spencer	Orange and Nearby Counties
Vanderburgh County Set, IN	Posey+Vanderburgh
Warrick County, IN	Warrick
Gibson+Posey County Set, IN	covered by other county sets
Henderson+Union County Set, KY	Henderson+Union
	Richland Counties Illinois
	Crawford
	Edwards
	Lawrence
	Richland
	Wabash
	Orange and Nearby Counties IN:
	Crawford
	Lawrence
	Orange
	Perry
	Spencer

EEO CONSULTING
Your Gateway to Affirmative Action Compliance

New London, Connecticut, HR Managers Watch Margin of Errors (Show MOE)

Table: EEO-All01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Geography: New London

Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Quick Search: `human` | DETAILED OCCUPATION SEARCH | DOWNLOAD | SHOW MOE | HIDE MOE | Display `6` Rows

			Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
	Total All Groups	**Hispanic or Latino**	**White alone**	**Black alone**	**American Indian /Alaska Native**	**Asian alone**	**Native Hawaiian /Pacific Islander**	**Balance of not Hispanic or Latino**
Human resources managers : 11-3121 / 0136								
Total	225	0	210	10	4	0	0	10
Male	130	0	115	10	0	0	0	10
Female	95	0	95	0	4	0	0	0
Percent Total	100.0%	0.0%	93.3%	4.4%	1.8%	0.0%	0.0%	4.4%
Percent Male	57.8%	0.0%	51.1%	4.4%	0.0%	0.0%	0.0%	4.4%
Percent Female	42.2%	0.0%	42.2%	0.0%	1.8%	0.0%	0.0%	0.0%

Previous **1** 2 Next

Margins of Error:
Fem=19.9% to 64.5% Whites=85.3% to 101.3%

Table: EEO-All01R - Occupation by Sex and Race/Ethnicity for Residence Geography

Geography: New London

Occupations: 237 (2014-2018 EEO Occupation Code List)

** Open Quick Guide to Using Table Tools **

Quick Search: human   [DETAILED OCCUPATION SEARCH]   [DOWNLOAD]   SHOW MOE [HIDE MOE]   Display [6 ▾] Rows

	Total All Groups	Total All Groups MOE	Hispanic or Latino	Hispanic or Latino MOE	White alone	White alone MOE	Black alone	Black alone MOE	American Indian /Alaska Native	American Indian /Alaska Native MOE	Asian alone	Asian alone MOE	Native Hawaiian /Pacific Islander	Native Hawaiian /Pacific Islander MOE	
									Not Hispanic or Latino, One Race						
Human resources managers : 11-3121 / 0136															
Total	225	+/-105	0	+/-29	210	+/-98	10	+/-15	4	+/-5	0	+/-29	0	+/-29	
Male	130	+/-95	0	+/-29	115	+/-88	10	+/-15	0	+/-29	0	+/-29	0	+/-29	
Female	95	+/-44	0	+/-29	95	+/-45	0	+/-29	4	+/-5	0	+/-29	0	+/-29	
Percent Total	100.0%	+/-14.4%	0.0%	+/-14.4%	93.3%	+/-8.0%	4.4%	+/-6.7%	1.8%	+/-2.4%	0.0%	+/-14.4%	0.0%	+/-14.4%	
Percent Male	57.8%	+/-22.2%	0.0%	+/-14.4%	51.1%	+/-21.9%	4.4%	+/-6.7%	0.0%	+/-14.4%	0.0%	+/-14.4%	0.0%	+/-14.4%	
Percent Female	42.2%	+/-22.3%	0.0%	+/-14.4%	42.2%	+/-22.0%	0.0%	+/-14.4%	1.8%	+/-2.4%	0.0%	+/-14.4%	0.0%	+/-14.4%	

Let's look at some comparisons of 2010 to 2018 data

Comparison – St. Louis – 2010 to 2018

American Fact Finder Census Data - 2006-2010					American Fact Finder Census Data - 2014-2018						
Code - 2006-2010	SKILL	Total	% Fem	% Min	New Code	New Name	Total	% Fem	% Min	Fem Dif	Min Dif
0020	General & Operations Managers	9,665	35.0%	10.7%	10	Top Executives	20,590	26.0%	11.9%	-9.0%	1.2%
0050	Marketing & Sales Mgrs	9,580	60.5%	10.0%	40	Adv, Mktg, Promos, PR & Sales Mgrs	11,350	48.8%	10.3%	-11.7%	0.3%
0110	Computer & IS Managers	6,415	29.4%	13.1%	110	Computer & IS Managers	7,290	29.8%	17.1%	0.4%	4.0%
0120	Financial Mgrs	10,510	55.2%	10.0%	120	Financial Mgrs	11,620	51.2%	12.7%	-4.0%	2.7%
0135	Comp & Benefits Mgrs	265	56.6%	7.5%	135	Comp & Benefits Mgrs	190	81.6%	0.0%	25.0%	-7.5%
0136	HR Managers	3,185	52.4%	19.8%	136	HR Managers	4,090	65.2%	21.0%	12.8%	1.2%
0137	Training & Development Managers	340	57.4%	14.7%	137	Training & Development Managers	410	56.1%	19.5%	-1.3%	4.8%
0140	Industrial Production Managers	2,155	17.4%	8.8%	140	Industrial Production Managers	2,740	23.7%	9.3%	6.3%	0.5%
0150	Purchasing Managers	220	43.8%	14.3%	150	Purchasing Managers	2,445	55.4%	13.9%	11.6%	-0.4%
0160	Transportation Mgs, Storage & Distribution	2,670	16.1%	13.1%	160	Transportation Mgs, Storage & Distribution	2,825	18.2%	9.2%	2.1%	-3.9%
0230	Education Administrators	7,860	63.5%	18.8%	230	Education Administrators	8,385	64.8%	21.3%	1.3%	2.5%
0300	Architecture & Engineering Mgrs	1,215	6.2%	9.5%	300	Architecture & Engineering Mgrs	1,430	10.8%	14.7%	4.6%	5.2%
0350	Medical & Health Services Mgrs	5,225	70.3%	16.7%	350	Medical & Health Services Mgrs	6,435	76.8%	17.5%	6.5%	0.8%
0360	Natural Sciences Mgrs	235	19.1%	8.5%	360	Natural Sciences Mgrs	240	60.4%	0.0%	41.3%	-8.5%
5000	First Line Supvs, Office	16,385	67.7%	16.6%	5000	First Line Supvs, Office	13,860	64.0%	19.9%	-3.7%	3.3%
6200	First Line Supvs, Construction	7,785	1.9%	5.5%	6200	First Line Supvs, Construction	5,910	4.5%	7.3%	2.6%	1.8%
7000	First Line Supvs, Maintenance	3,150	10.0%	11.7%	7000	First Line Supvs, Maintenance	2,620	7.8%	15.6%	-2.2%	3.9%

National - Machinists, Tool & Die, Welding 2010 = Metal and Plastic Workers for 2018 – Females

2014-2018 Census EEO Tabulation Occupation Code	2018 SOC Code	EEO 2014-2018 Tabulation Occupation Code Descriptions (Detailed Census codes listed before description, when applicable; 2018 SOC Code shown in parantheses)	2018 Census PUMS Occupation Code
7925	51-4000	Metal workers and plastic workers	7925-8225
10.4% Fem	*Combines:*		% Fem- 2006-2010
	51-4020	7925-Forming machine setters, operators, and tenders, metal and plastic	
	51-4031	7950-Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.8% Fem
	51-4033	8000-Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	12.2% Fem
		8010-Lathe and turning machine tool setters, operators, and tenders, metal and plastic (51-4034)	11.4% Fem
	51-4041	8030-Machinists	4.6% Fem
	51-4050	8040-Metal furnace operators, tenders, pourers, and casters	8.1% Fem
	51-40XX	8100-Model makers, patternmakers, and molding machine setters, metal and plastic	19.3% Fem
		Combines:	
		8060-Model makers and patternmakers, metal and plastic (51-4060)	15.8% Fem
		8100-Molders and molding machine setters, operators, and tenders, metal and plastic (51-4070)	19.3% Fem
	51-4111	8130-Tool and die makers	2.9% Fem
	51-4120	8140-Welding, soldering, and brazing workers	5.7% Fem
		8150-Heat treating equipment setters, operators, and tenders, metal and plastic (51-4191)	10.7% Fem
		8200-Plating machine setters, operators, and tenders, metal and plastic (51-4193)	10.5% Fem

Combinations that could be Problematic

	American Fact Finder Census Data - 2006-2010		Fem%	Min %		American Fact Finder Census Data - 2014-2018		Fem %	Min %
4740	Counter and rental clerks		55.9%	34.2%	4740	Retail sales workers, except cashiers		49.8%	37.4%
4750	Parts Sales Persons		11.7%	21.6%					
4760	Retail salespersons		51.4%	31.1%					
4820	Securities, commodities, and financial services sales age		31.2%	21.7%	4800	Sales representatives, services		41.1%	25.5%
4830	Travel agents		80.2%	25.6%					
5150	Procurement clerks		62.5%	27.4%	5100	Financial clerks, except bookkeeping, accounting, and auditing clerks		81.0%	36.4%
5160	Tellers		85.8%	34.5%					
9030	Aircraft pilots and flight engineers		4.7%	9.4%	9030	Air transportation workers		64.8%	28.8%
9040	Air traffic controllers and airfield operations specialists		18.4%	22.1%					
9050	Flight attendants		79.6%	27.8%					
1900	Agricultural and food science technicians		41.7%	28.6%	1900	Life, physical, and social science technicians		43.1%	34.3%
1910	Biological technicians		47.8%	34.7%					
1920	Chemical technicians		35.8%	30.4%					
4930	Sales Engineers		6.6%	15.1%	4900	Other sales and related workers, except real estate brokers and sales agents		52.8%	31.0%
4940	Telemarketers		62.5%	41.5%					
1540	Drafters		19.7%	21.1%	1541	Drafters, engineering rechnicians, and mapping technicians		17.9%	28.9%
1550	Engineering Technicians except Drafters		19.5%	29.0%					

Polling Question:
Do you use Industry Data or I have no idea?

Industry Data

Be very careful!

90 Industries
=
20 Industries

Color Coded Industry Data Crosswalk

	EEO 10W TableID Suffix	EEO 10W Table Description	2007 NAICS Code(s)	2007 Census Industry Code(s)	EEO Industry Category Title
1	A	Agriculture, Forestry, Fishing, and Hunting 11, Mining 21, Construction 23	11	0170 - 0290	Agriculture, forestry, fishing and hunting
2			21	0370 - 0490	Mining, quarrying, and oil and gas extraction
3			23	0770	Construction
4	B	Manufacturing 31	311	1070 - 1290	Food
5			312	1370 - 1390	Beverage and tobacco products
6			313 (exc. 31324) - 314	1470 - 1590	Textile mills and textile products
7			31324, 315	1670 - 1690	Apparel
8			316	1770 - 1790	Leather and allied products
9	C	Manufacturing 32	321	3770 - 3870	Wood products
10			322	1870 - 1890	Paper
11			323	1990	Printing and related support activities
12			324	2070 - 2090	Petroleum and coal products
13			325	2170 - 2290	Chemicals
14			326	2370 - 2390	Plastics and rubber products
15			327	2470 - 2590	Nonmetallic mineral products
16	D	Manufacturing 33	331-332	2670 - 2990	Metal and metal products
17			333	3070 - 3290	Machinery
18			334	3360 - 3390	Computer and electronic products
19			335	3470 - 3490	Electrical equipment, appliances, and components
20			336	3570 - 3690	Transportation equipment
21			337	3890	Furniture and related product manufacturing
22			339, part of 31, 32, 33	3960 - 3990	Miscellaneous manufacturing

Industry Data Crosswalk, cont.

	EEO 10W TableID Suffix	EEO 10W Table Description	2007 NAICS Code(s)	2007 Census Industry Code(s)	EEO Industry Category Title
23			4231	4070	Motor vehicles, parts and supplies merchant wholesalers
24			4232	4080	Furniture and home furnishing merchant wholesalers
25			4233	4090	Lumber and other construction materials merchant wholesalers
26			4234	4170	Professional and commercial equipment and supplies merchant wholesalers
27	E	Wholesale Trade 42-First Half	4235	4180	Metals and minerals, except petroleum, merchant wholesalers
28			4236	4190	Electrical and electronic goods merchant wholesalers
29			4237	4260	Hardware, plumbing and heating equipment, and supplies merchant wholesalers
30			4238	4270	Machinery, equipment, and supplies merchant wholesalers
31			42393	4280	Recyclable material merchant wholesalers
32			4239 exc. 42393	4290	Miscellaneous durable goods merchant wholesalers
33			4241	4370	Paper and paper products merchant wholesalers
34			4242, 4246	4380	Drugs, sundries, and chemical and allied products merchant wholesalers
35			4243	4390	Apparel, fabrics, and notions merchant wholesalers
36			4244	4470	Groceries and related products merchant wholesalers
37	F	Wholesale Trade 42-Second Half	4245	4480	Farm product raw materials merchant wholesalers
38			4247	4490	Petroleum and petroleum products merchant wholesalers
39			4248	4560	Alcoholic beverages merchant wholesalers
40			42491	4570	Farm supplies merchant wholesalers
41			4249 exc. 42491	4580, 4590	Miscellaneous nondurable goods merchant wholesalers
42			4251	4585	Wholesale electronic markets and agents and brokers

Industry Data Crosswalk, cont.

	EEO 10W TableID Suffix	EEO 10W Table Description	2007 NAICS Code(s)	2007 Census Industry Code(s)	EEO Industry Category Title
43			441	4670 - 4690	Motor vehicle and parts dealers
44			442, 443111	4770 - 4780	Furniture and home furnishings, and household appliance stores
45			443112, 44312	4790	Radio, TV, and computer stores
46			4441 - 4442	4870 - 4890	Building material and garden equipment and supplies dealers
47			445	4970 - 4990	Food and beverage stores
48	G	Retail Trade 44	44611	5070	Pharmacies and drug stores
49			446 exc. 44611	5080	Health and personal care, except drug, stores
50			447	5090	Gasoline stations
51			448	5170 - 5180	Clothing and accessories, including shoe, stores
52			4483	5190	Jewelry, luggage, and leather goods stores
53			44313, 45111, 45112	5270 *	Sporting goods, camera, and hobby and toy stores
54			45113	5280	Sewing, needlework, and piece goods stores
55			45114, 45122	5290	Music stores
56			45121	5370	Book stores and news dealers
57			45211, 4529	5380 - 5390	Department and other general merchandise stores
58			4531	5470	Retail florists
59	H	Retail Trade 45	45321	5480	Office supplies and stationery stores
60			4533, 45322, 4539	5490 - 5580	Used merchandise, gift, novelty, and souvenir, and other miscellaneous stores
61			4541	5590 - 5592	Electronic shopping and mail-order houses
62			4542	5670	Vending machine operators
63			45431	5680	Fuel dealers
64			45439, part of 44	5690 - 5790 *	Other direct selling establishments

Industry Data Crosswalk, cont.

	EEO 10W TableID Suffix	EEO 10W Table Description	2007 NAICS Code(s)	2007 Census Industry Code(s)	EEO Industry Category Title
65	I	Transportation and Warehousing 48-49, Utilities 22	481	6070	Air transportation
66			482	6080	Rail transportation
67			483	6090	Water transportation
68			484	6170	Truck transportation
69			491	6370	U.S. Postal service
70			485 - 488, 492	6180 - 6290, 6380	Other transportation, and support activities, and couriers
71			493	6390	Warehousing and storage
72			22	0570 - 0690	Utilities
73	J	Information 51, Finance and Insurance 52, Real Estate and Rental and Leasing 53	511-512	6470 - 6590	Publishing, and motion picture and sound recording industries
74			515 - 517, 5181	6670 - 6692	Broadcasting, internet publishing, and telecommunications services
75			5182, 519	6695 - 6790	Data processing, libraries, and other information services
76			52	6870 - 6990	Finance and insurance
77			53	7070 - 7190	Real estate and rental and leasing
78	K	Services- Professional, Scientific 54, Management 55, and Administrative and Waste Management 56	54	7270 - 7490	Professional, scientific, and technical services
79			55	7570	Management of companies and enterprises
80			56	7580 - 7790	Administrative and support and waste management services
81	L	Educational Services 61, Health Care and Social Assistance 62, Arts, Entertainment, and Recreation 71, Accomodation and Food	61	7860 - 7890	Educational services
82			621-623	7970 - 8290	Health care
83			624	8370 - 8470	Social assistance
84			71	8560 - 8590	Arts, entertainment, and recreation
85			72	8660 - 8690	Accommodation and food services
86	M	Public Administration 92, Other Services 81	811	8770 - 8890	Repair and maintenance
87			812	8970 - 9090	Personal and laundry services
88			813	9160 - 9190	Religious, grantmaking, civic, professional, and similar organizations
89			814	9290	Private households
90			92	9370 - 9590	Public administration

20 New Industry Codes

The EEO Tabulation 2014-2018 provides information on 20 industry categories. Industry titles and their 4-digit codes are based on the 2017 NAICS. The Industry categories adhere to the guidelines issued in Clarification Memorandum No. 2, "NAICS Alternate Aggregation Structure for Use By U.S. Statistical Agencies," issued by the Office of Management and Budget.

	2017 Census Industry Code(s)	EEO Industry Category Title	2017 NAICS Code(s)
1	0170 - 0290	Agriculture, forestry, fishing and hunting	11
2	0370 - 0490	Mining, quarrying, and oil and gas extraction	21
3	0770	Construction	23
4	1070 - 3990	Manufacturing	31-33
5	4070 - 4590	Wholesale Trade	42
6	4670 - 5790	Retail Trade	44-45
7	6070 - 6390	Transportation and Warehousing	48-49
8	0570 - 0690	Utilities	22
9	6470 - 6780	Information	51
10	6870 - 6992	Finance and Insurance	52
11	7071 - 7190	Real Estate and Rental and Leasing	53
12	7270 - 7490	Professional, Scientific, and Technical Services	54
13	7570	Management of Companies and Enterprises	55
14	7580 - 7790	Administrative and Support and Waste Management Services	56
15	7860 - 7890	Educational Services	61
16	7970 - 8470	Health Care and Social Assistance	62
17	8561 - 8590	Arts, Entertainment, and Recreation	71
18	8660 - 8690	Accommodation and Food Services	72
19	8770 - 9290	Other Services, Except Public Administration	81
20	9370 - 9590	Public Administration	92

Industry Data

9W Tables

(10W before)

Still not available on the search tool

Will be included in AAP Software

Files have been split – can upload all of them in Excel now!

Leading zeros are gone when you search in Excel

Split Files at the End of State (3), CBSA (15) and Counties (29)

I renamed the split files to include the codes

Name	Date modified	Type	Size
Industry-CBSA-0-310.xlsx	5/1/2021 3:49 PM	Microsoft Excel W...	68,952 KB
Industry-CBSA-310-630.xlsx	4/30/2021 10:24 AM	Microsoft Excel W...	67,442 KB
Industry-CBSA-630-1005.xlsx	4/30/2021 3:00 PM	Microsoft Excel W...	67,569 KB
Industry-CBSA-1005-1520.xlsx	4/30/2021 10:30 AM	Microsoft Excel W...	67,229 KB
Industry-CBSA-1520-1980.xlsx	4/30/2021 10:33 AM	Microsoft Excel W...	66,765 KB
Industry-CBSA-1980-2700.xlsx	4/30/2021 10:35 AM	Microsoft Excel W...	67,863 KB
Industry-CBSA-2700-3200.xlsx	4/30/2021 10:39 AM	Microsoft Excel W...	67,032 KB
Industry-CBSA-3200-3630.xlsx	4/30/2021 10:42 AM	Microsoft Excel W...	67,075 KB
Industry-CBSA-3630-4055.xlsx	4/30/2021 10:44 AM	Microsoft Excel W...	67,667 KB
Industry-CBSA-4055-4740.xlsx	4/30/2021 10:48 AM	Microsoft Excel W...	68,801 KB
Industry-CBSA-4740-6010.xlsx	4/30/2021 11:17 AM	Microsoft Excel W...	70,144 KB
Industry-CBSA-6010-6460.xlsx	4/30/2021 10:45 AM	Microsoft Excel W...	66,798 KB
Industry-CBSA-6460-6850.xlsx	4/30/2021 11:19 AM	Microsoft Excel W...	65,770 KB
Industry-CBSA-6850-8640.xlsx	4/30/2021 11:21 AM	Microsoft Excel W...	67,943 KB
Industry-CBSA-8640-9830.xlsx	4/30/2021 11:23 AM	Microsoft Excel W...	38,331 KB
Industry-Codes.xlsx	2/20/2021 1:57 PM	Microsoft Excel W...	197 KB
Industry-Counties-0-137.xlsx	4/30/2021 2:39 PM	Microsoft Excel W...	71,367 KB
Industry-Counties-137-355.xlsx	4/30/2021 2:36 PM	Microsoft Excel W...	66,740 KB
Industry-National-9W.xlsx	4/30/2021 10:18 AM	Microsoft Excel W...	3,847 KB
Industry-State-0-1840.xlsx	4/30/2021 2:45 PM	Microsoft Excel W...	57,398 KB
Industry-State-1840-4700.xlsx	4/30/2021 12:25 PM	Microsoft Excel W...	55,739 KB
Industry-State-4700-9510.xlsx	4/30/2021 12:26 PM	Microsoft Excel W...	55,182 KB

Industry Data – HR Mgrs – St. Louis

	GEOID	GEONAME	PROFLN	TITLE	ESTIMATE	MG_ERRO	ESTIMATE_3	MG_ERRO	OCC_CODI	OCC_DESCRIPTION
	√			EEO 9w. Detailed Census Occupation by Industry, Sex, and Race/Ethnicity for Worksite Geography, Total Population						
	√		0.3				Not Hispanic	Not Hispanic or Latino, one race		
	√		0.4		Total, rac	Total, rac	White alone	White alone		
5	31000US41180	St. Louis, MO-IL Metro Area	0.8	Agriculture, forestry, fishing and hunting					136	Human resources managers
6	31000US41180	St. Louis, MO-IL Metro Area	0.9	Total, both sexes					136	Human resources managers
7	31000US41180	St. Louis, MO-IL Metro Area	1	Number	35	+/-31	35	+/-31	136	Human resources managers
8	31000US41180	St. Louis, MO-IL Metro Area	2	Percent	100	+/-48.2	100	+/-48.2	136	Human resources managers
9	31000US41180	St. Louis, MO-IL Metro Area	2.9	Male					136	Human resources managers
0	31000US41180	St. Louis, MO-IL Metro Area	3	Number	10	+/-15	10	+/-15	136	Human resources managers
1	31000US41180	St. Louis, MO-IL Metro Area	4	Percent	28.6	+/-41.0	28.6	+/-41.0	136	Human resources managers
2	31000US41180	St. Louis, MO-IL Metro Area	4.9	Female					136	Human resources managers
3	31000US41180	St. Louis, MO-IL Metro Area	5	Number	25	+/-28	25	+/-28	136	Human resources managers
4	31000US41180	St. Louis, MO-IL Metro Area	6	Percent	71.4	+/-47.5	71.4	+/-47.5	136	Human resources managers
5	31000US41180	St. Louis, MO-IL Metro Area	6.8	Mining, quarrying, and oil and gas extraction					136	Human resources managers
6	31000US41180	St. Louis, MO-IL Metro Area	6.9	Total, both sexes					136	Human resources managers
7	31000US41180	St. Louis, MO-IL Metro Area	7	Number	0	+/-27	0	+/-27	136	Human resources managers
8	31000US41180	St. Louis, MO-IL Metro Area	8	Percent	-	**	-	**	136	Human resources managers
9	31000US41180	St. Louis, MO-IL Metro Area	8.9	Male					136	Human resources managers
0	31000US41180	St. Louis, MO-IL Metro Area	9	Number	0	+/-27	0	+/-27	136	Human resources managers
1	31000US41180	St. Louis, MO-IL Metro Area	10	Percent	-	**	-	**	136	Human resources managers
2	31000US41180	St. Louis, MO-IL Metro Area	10.9	Female					136	Human resources managers
3	31000US41180	St. Louis, MO-IL Metro Area	11	Number	0	+/-27	0	+/-27	136	Human resources managers
4	31000US41180	St. Louis, MO-IL Metro Area	12	Percent	-	**	-	**	136	Human resources managers
5	31000US41180	St. Louis, MO-IL Metro Area	12.8	Construction					136	Human resources managers
6	31000US41180	St. Louis, MO-IL Metro Area	12.9	Total, both sexes					136	Human resources managers
7	31000US41180	St. Louis, MO-IL Metro Area	13	Number	50	+/-39	50	+/-39	136	Human resources managers
8	31000US41180	St. Louis, MO-IL Metro Area	14	Percent	100	+/-40.3	100	+/-40.3	136	Human resources managers
9	31000US41180	St. Louis, MO-IL Metro Area	14.9	Male					136	Human resources managers
0	31000US41180	St. Louis, MO-IL Metro Area	15	Number	25	+/-29	25	+/-29	136	Human resources managers
1	31000US41180	St. Louis, MO-IL Metro Area	16	Percent	50	+/-40.4	50	+/-40.4	136	Human resources managers
2	31000US41180	St. Louis, MO-IL Metro Area	16.9	Female					136	Human resources managers
3	31000US41180	St. Louis, MO-IL Metro Area	17	Number	25	+/-22	25	+/-22	136	Human resources managers
4	31000US41180	St. Louis, MO-IL Metro Area	18	Percent	50	+/-41.2	50	+/-41.2	136	Human resources managers

Industry Data – HR Mgrs – St. Louis, cont.

GEOID	GEONAME	PROFLN	TITLE	ESTIMATE	MG_ERRO	ESTIMATE_3	MG_ERRO	OCC_CODI	OCC_DESCRIPTION
√			EEO 9w. Detailed Census Occupation by Industry, Sex, and Race/Ethnicity for Worksite Geography, Total Population						
√		0.3				Not Hispanic	Not Hispanic or Latino, one race		
√		0.4		Total, rac	Total, rac	White alone	White alone		
31000US41180	St. Louis, MO-IL Metro Area	18.8	Manufacturing					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	18.9	Total, both sexes					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	19	Number	640	+/-125	555	+/-119	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	20	Percent	100	+/-4.6	86.7	+/-8.1	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	20.9	Male					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	21	Number	250	+/-90	230	+/-92	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	22	Percent	39.1	+/-11.8	35.9	+/-12.6	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	22.9	Female					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	23	Number	390	+/-108	325	+/-96	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	24	Percent	60.9	+/-11.8	50.8	+/-11.2	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	48.8	Information					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	48.9	Total, both sexes					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	49	Number	195	+/-126	85	+/-74	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	50	Percent	100	+/-14.2	43.6	+/-37.8	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	50.9	Male					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	51	Number	25	+/-30	15	+/-24	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	52	Percent	12.8	+/-17.7	7.7	+/-13.6	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	52.9	Female					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	53	Number	170	+/-125	70	+/-70	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	54	Percent	87.2	+/-17.7	35.9	+/-35.0	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	54.8	Finance and insurance					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	54.9	Total, both sexes					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	55	Number	320	+/-106	270	+/-106	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	56	Percent	100	+/-8.9	84.4	+/-13.8	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	56.9	Male					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	57	Number	125	+/-73	85	+/-67	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	58	Percent	39.1	+/-19.9	26.6	+/-19.3	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	58.9	Female					136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	59	Number	195	+/-92	185	+/-89	136	Human resources managers
31000US41180	St. Louis, MO-IL Metro Area	60	Percent	60.9	+/-19.5	57.8	+/-18.3	136	Human resources managers

Things that make you say - What?

- Taney County, MO: 170 Financial Managers (0120) are all females

- In Green Bay, WI: Only 10 Chemists (1720), all white males, margin of error is 68.8%

- Columbia, MO: First Line Supvs Construction, 350 people including 27.1% females and 37.1% minorities (Had 460 people with zero females and zero minorities in 2010.)

- Richmond, VA Suppressed: Used Westmoreland and Nearby Counties- Financial Analysts (0840) 110 people – all females

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- Not unusual to see numbers go up or down by 20 to 30%

- Not unusual to see "no data available"

- Lots of rounding!!

- Some industry data is fine; some is useless

What if you don't like the data?

- Go back to the job description – can you use another code?
- Can you combine some codes:
  - Sales Reps + Construction Equipment Operators
- Always look at the history of promotions – preferably 3 years
- Can you put more weight on internal feeders?
- Do you recruit from colleges and universities – use IPEDS
- Can you use Industry data by EEO Category – use EEOC data
- Scientific Jobs – National Science Foundation

How does all of this impact HR & DEI?

Questions I ask my HR/AAP Clients

- **Where do your employees live?**
  - Metro and County - Set Definitions have changed
  - For AAP - Need to cover 90% of where your employees live - not the outliers
  - Run list of employees by county

- **Send me a Job Description**
  - Codes have been aggregated
  - May want to use a different skill code

- **What % of jobs are filled internally, locally, state-wide or nationally?**
  - Should be asking for each Job Group separately
  - May want to expand recruiting areas or use more internal data

- **Which jobs are always filled within the company?**
  - May not want to use any external data for those –
  - Don't need external if you can prove you never fill externally

- **What are the feeder jobs?**
  - Maybe that data is more realistic
  - Ideally, should be tracking three-year history of how jobs are filled

Questions for DEI Benchmarking

- Are you setting benchmarks nationally or by establishment?
- What level are your benchmarks:
  - The Board of Directors
  - Corporate Executives
  - Senior Managers
  - Managers
  - Non-Managers
  - All Employees
- Are you setting benchmarks by skill-set: IT vs Finance?
- Are you measuring the top 20% or your earners by gender & race/ ethnicity?
- Are you setting overall benchmarks for minorities, or by race/ethnicity?
- Are you comparing your company to others by industry?

Things to do before you start Mapping

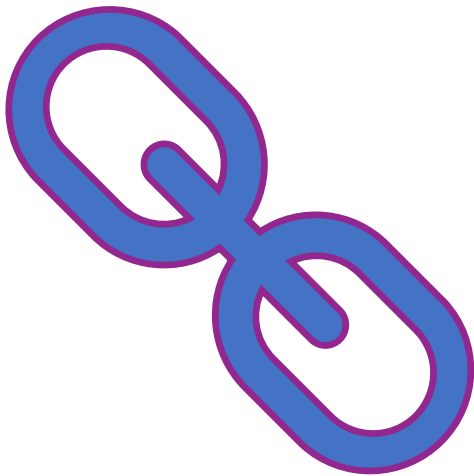Know what data you need to use

Check your CBSA (Metro) definitions

Check your County definitions

Check the Crosswalk of your Occupation Codes to the Census codes

Check your Industry codes

Links to the Data
you Really Need

New Search Tool & Occupation Index

- New Search Tool

- [2014 - 2018 EEO Tables | American Community Survey | US Census Bureau](#)
  - The one is in the slides
  - Includes National, State, Metro and County Sets
  - Scroll down for list pf suppressed metro areas and crosswalks

  ****

  Occupation Index
  (Dictionary of Occupational Titles)
  32,000 titles = 579 codes)
  [Industry and Occupation Indexes (census.gov)](#)
  Under General Overview – 3rd file – Census 2018 Occupation Index

Main Website

2014-2018 Tabulation Guidance from the Search Tool gets you back to the main website where you can get to everything if you click around

https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html

1. EEO 2014-2018 Data via FTP gets you to:
    EEO FTP Site Documentation -
    then list of <u>suppressed geographies</u>, 50K and 100K
    Also gets you to the Industry data – see next page
2. Occupation Crosswalks gets you to:
    6th File: EEO Crosswalk to PUMS18 (the codes with boxes – my favorite)

    Last one: Direct Matches from Prior Codes to New Codes
3. Industry Classifications: Gets you to the 20 Industry Codes
4. Geographic Classifications: Gets you to the Metro/Micro Definitions
5. County Sets: Gets you to County sets by state and Maps

Collapsed Data: 60 CBSAs - ==EEO1RC== Available at the FTP Site – Data Warehouse

- Not sure if it made it to the AAP software

- Released 13-Dec-2021

- First cvs file at the data warehouse

- https://www2.census.gov/programs-surveys/acs/data/eeo_tabulation/EEO_2014_2018/EEO_Tables_By_Geographic_Area/Core_Based_Statistical_Areas/

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Industry Data – (9W)
For now - Go to the Data Warehouse

[EEO Tabulation 2014-2018 (5-year ACS data) (census.gov)](census.gov)

From this tab at the main website - you go to the data warehouse

Click on EEO Tables by Geographic Area

Choose Nation, State, CBSA or State-County

For Nation - Choose EEOALL9W for Industry Data – 1 file

For State, CBSAs. State-County – <mark>Go to the split files at the bottom</mark>

 3 files for the state

 15 for the CBSAs – Metros

 29 for State-County

Questions?

Thank You

CONTACT US WITH ADDITIONAL QUESTIONS

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