

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
<b>Factor 1 - Requisite Skills in Reasonable Recruiting Area</b>		
001 Executive Administrators <i>Labor Area: United States</i>	63.7	25.0
002 Deans <i>Labor Area: United States</i>	63.7	25.0
003 Managers-Provost <i>Labor Area: Custom - S&amp;T- US (20), MO (80)</i>	46.6	14.1
004 Managers-Admin Services <i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>	34.9	14.8
005 Managers-Student Affairs <i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>	50.7	17.9
006 Managers- Univ Adv <i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>	49.5	12.6
007 Managers-Academic <i>Labor Area: Missouri</i>	40.5	11.6
008 Engineering-Tenured <i>Labor Area: SED (1998-2008)</i>	16.5	28.8
009 Engineering-On Track <i>Labor Area: SED (1998-2008)</i>	17.7	27.9
010 Engineering-Not on Track <i>Labor Area: SED (1998-2008)</i>	21.4	26.3
011 Engineering-P/T Faculty <i>Labor Area: SED (1998-2008)</i>	18.9	28.1
012 Humanities-Tenured <i>Labor Area: SED (1998-2008)</i>	54.6	17.3
013 Humanities-On Track <i>Labor Area: SED (1998-2008)</i>	58.8	20.0
014 Humanities-Not on Track <i>Labor Area: SED (1998-2008)</i>	59.4	16.0
016 Mgmt/Finance-Tenured <i>Labor Area: SED (1998-2008)</i>	35.0	24.0
017 Mgmt/Finance-On Track <i>Labor Area: SED (1998-2008)</i>	33.4	24.2

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
018 Mgmt/Finance- Not on Track <i>Labor Area: SED (1998-2008)</i>	40.7	23.7
019 Mtls/Energy-Tenured <i>Labor Area: SED (1998-2008)</i>	26.0	22.2
020 Mtls/Energy-OnTrack <i>Labor Area: SED (1998-2008)</i>	23.0	22.4
021 Mtls/Energy-Not onTrack <i>Labor Area: SED (1998-2008)</i>	26.7	20.2
022 Mtls/Energy-P/T Faculty <i>Labor Area: SED (1998-2008)</i>	24.5	24.2
023 Math/Comp Sci-Tenured <i>Labor Area: SED (1998-2008)</i>	26.3	24.8
024 Math/Comp Sci-On Track <i>Labor Area: SED (1998-2008)</i>	25.9	24.4
025 Math/Comp Sci-Not on Track <i>Labor Area: SED (1998-2008)</i>	28.3	22.0
026 Math/Comp Sci-P/T Faculty <i>Labor Area: SED (1998-2008)</i>	24.0	26.3
027 Science-Tenured <i>Labor Area: SED (1998-2008)</i>	29.5	21.2
028 Science-On Track <i>Labor Area: SED (1998-2008)</i>	27.6	20.9
029 Science- Not on Track <i>Labor Area: SED (1998-2008)</i>	34.0	21.8
030 Science-P/T Faculty <i>Labor Area: SED (1998-2008)</i>	32.3	21.6
031 Researchers <i>Labor Area: SED (1998-2008)</i>	19.6	30.0
032 Librarians <i>Labor Area: United States</i>	83.6	15.7
033 Post-Doctoral Fellows <i>Labor Area: SED (1998-2008)</i>	21.3	27.4
034 Research Engineers <i>Labor Area: Missouri</i>	11.3	10.6

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
035 Coaches <i>Labor Area: United States</i>	34.7	22.0
036 Professionals-Provost <i>Labor Area: Missouri</i>	64.4	10.2
037 Professionals-Admins Svcs <i>Labor Area: Missouri</i>	43.9	10.6
038 Professionals-Stu Affairs <i>Labor Area: Missouri</i>	72.2	9.7
040 Professionals-Info Tech <i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>	28.8	23.9
041 Professionals-Medical & Relate <i>Labor Area: Custom - S&amp;T-US(15), Surrounding Counties (85)</i>	70.9	10.0
042 Engineers & Designers <i>Labor Area: Missouri</i>	13.4	13.2
043 Sales & Development <i>Labor Area: Custom - S&amp;T- US(70), MO(30)</i>	48.4	18.2
044 Research Specialist <i>Labor Area: Missouri</i>	28.0	16.4
045 Research Technicians <i>Labor Area: Missouri</i>	22.8	11.7
046 Administrative Assts <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	94.0	6.9
047 Secretaries <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	99.2	6.2
048 Admin/Clerical Support <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	85.1	7.3
049 Admin/Clerical Support P/T <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	85.9	9.1
050 Protective Services <i>Labor Area: Missouri</i>	14.8	15.8
051 Support-Info Tech <i>Labor Area: Missouri</i>	36.8	20.0
052 Support-Stu Affairs <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	68.7	5.7

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
053 Support-Academics <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	0.5	0.4
054 Support-Provost <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	57.8	12.7
055 Support-Library <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	28.5	0.0
056 Support-Admin Svcs <i>Labor Area: Custom - S&amp;T-MO(30), Surrounding Counties (70)</i>	21.2	8.2
057 Electronic Technicians <i>Labor Area: Missouri</i>	20.3	11.6
058 Lab Mechanics <i>Labor Area: Missouri</i>	4.1	7.4
059 Mechanical/Custodial Supvs <i>Labor Area: Missouri</i>	30.0	19.1
060 Misc Service/Maintenance <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	37.9	10.0
061 Nurses-BU <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	34.4	0.0
062 Groundskprs/Laborers-BU <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	10.3	8.7
063 Custodians-BU <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	25.7	9.9
064 Mech & Repair- BU <i>Labor Area: Custom - S&amp;T-MO(80), Surrounding Counties(20)</i>	5.1	15.5
065 Non-Clerical Support Svcs-BU <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	31.0	6.0
066 Carpenters/Painters-BU <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	6.1	3.9
067 Temp-Admin/Professional <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	22.2	22.2
068 Temp-Clerical <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	88.2	12.1
069 Temp-Service <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	22.2	22.2

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
070 Temp-Technical <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	22.2	22.2
071 Temp-Crafts <i>Labor Area: Custom - S&amp;T Surrounding Counties</i>	1.7	8.3
073 Managers- HRS,AA,D&I <i>Labor Area: Custom - S&amp;T- US(40), MO(60)</i>	58.1	20.4
074 Professionals-HRSAADI <i>Labor Area: Missouri</i>	45.9	21.8

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
<b>Factor 2 - Promotable, Transferable, and Trainable within Organization</b>		
001 Executive Administrators	21.9	29.3
002 Deans	-	-
003 Managers-Provost	79.0	9.3
004 Managers-Admin Services	72.7	9.0
005 Managers-Student Affairs	47.0	23.5
006 Managers- Univ Adv	-	-
007 Managers-Academic	0.0	0.0
008 Engineering-Tenured	50.0	25.0
009 Engineering-On Track	-	-
010 Engineering-Not on Track	-	-
011 Engineering-P/T Faculty	-	-
012 Humanities-Tenured	0.0	0.0
013 Humanities-On Track	-	-
014 Humanities-Not on Track	-	-
016 Mgmt/Finance-Tenured	100.0	100.0
017 Mgmt/Finance-On Track	-	-
018 Mgmt/Finance- Not on Track	-	-
019 Mtls/Energy-Tenured	0.0	100.0
020 Mtls/Energy-OnTrack	-	-
021 Mtls/Energy-Not onTrack	-	-
022 Mtls/Energy-P/T Faculty	-	-
023 Math/Comp Sci-Tenured	0.0	100.0
024 Math/Comp Sci-On Track	-	-
025 Math/Comp Sci-Not on Track	-	-
026 Math/Comp Sci-P/T Faculty	-	-

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
027 Science-Tenured	0.0	0.0
028 Science-On Track	-	-
029 Science- Not on Track	-	-
030 Science-P/T Faculty	-	-
031 Researchers	-	-
032 Librarians	-	-
033 Post-Doctoral Fellows	-	-
034 Research Engineers	-	-
035 Coaches	-	-
036 Professionals-Provost	82.6	6.5
037 Professionals-Admins Svcs	55.5	0.0
038 Professionals-Stu Affairs	70.5	17.6
040 Professionals-Info Tech	17.6	0.0
041 Professionals-Medical & Relate	-	-
042 Engineers & Designers	-	-
043 Sales & Development	-	-
044 Research Specialist	15.3	0.0
045 Research Technicians	-	-
046 Administrative Assts	88.4	7.6
047 Secretaries	81.7	3.8
048 Admin/Clerical Support	-	-
049 Admin/Clerical Support P/T	-	-
050 Protective Services	-	-
051 Support-Info Tech	-	-
052 Support-Stu Affairs	-	-
053 Support-Academics	-	-
054 Support-Provost	93.4	6.3

# Factor Availabilities

Missouri S&T - 20141218

01/01/2014

Job Group	Female (%)	Minority (%)
055 Support-Library	88.4	7.6
056 Support-Admin Svcs	81.7	3.8
057 Electronic Technicians	-	-
058 Lab Mechanics	-	-
059 Mechanical/Custodial Supvs	-	-
060 Misc Service/Maintenance	-	-
061 Nurses-BU	-	-
062 Groundskprs/Laborers-BU	39.8	6.4
063 Custodians-BU	-	-
064 Mech & Repair- BU	-	-
065 Non-Clerical Support Svcs-BU	19.9	3.2
066 Carpenters/Painters-BU	-	-
067 Temp-Admin/Professional	-	-
068 Temp-Clerical	-	-
069 Temp-Service	-	-
070 Temp-Technical	-	-
071 Temp-Crafts	-	-
073 Managers- HRS,AA,D&I	50.0	0.0
074 Professionals-HRSAADI	-	-



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 001 Executive Administrators**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	63.77	25.09	<b>90.00</b>	57.39	22.58	Census 2010 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	21.95	29.30	<b>10.00</b>	2.19	2.93	Feeder Job Groups: Engineering-Tenured (008), Humanities-Tenured (012), Mgmt/Finance-Tenured (016), Mtls/Energy-Tenured (019), Math/Comp Sci-Tenured (023), Science-Tenured (027)
			<b>100.00</b>			
Job Group Final Availabilities (%)				59.59	25.51	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 002 Deans**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	63.77	25.09	<b>100.00</b>	63.77	25.09	Census 2010 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				63.77	25.09	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 003 Managers-Provost**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.65	14.18	<b>75.00</b>	34.99	10.64	Census 2010 Special EEO File S&T- US (20), MO (80)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.07	9.30	<b>25.00</b>	19.77	2.33	Feeder Job Groups: Professionals-Provost (036)
			<b>100.00</b>			
Job Group Final Availabilities (%)				54.76	12.96	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 004 Managers-Admin Services**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.90	14.83	<b>50.00</b>	17.45	7.41	Census 2010 Special EEO File S&T- US(40), MO(60)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	72.73	9.09	<b>50.00</b>	36.36	4.55	Feeder Job Groups: Professionals-Admins Svcs (037)
			<b>100.00</b>			
Job Group Final Availabilities (%)				53.81	11.96	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 005 Managers-Student Affairs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.76	17.95	<b>50.00</b>	25.38	8.97	Census 2010 Special EEO File S&T- US(40), MO(60)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	47.06	23.53	<b>50.00</b>	23.53	11.76	Feeder Job Groups: Professionals-Stu Affairs (038)
			<b>100.00</b>			
Job Group Final Availabilities (%)				48.91	20.74	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 006 Managers- Univ Adv**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.58	12.61	<b>100.00</b>	49.58	12.61	Census 2010 Special EEO File S&T- US(40), MO(60)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				49.58	12.61	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 007 Managers-Academic**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.51	11.67	<b>80.00</b>	32.41	9.34	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	<b>20.00</b>	0.00	0.00	Feeder Job Groups: Electronic Technicians (057)
			<b>100.00</b>			
Job Group Final Availabilities (%)				32.41	9.34	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 008 Engineering-Tenured**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	16.58	28.82	<b>10.00</b>	1.66	2.88	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	25.00	<b>90.00</b>	45.00	22.50	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				46.66	25.38	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 009 Engineering-On Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	17.77	27.90	<b>100.00</b>	17.77	27.90	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				17.77	27.90	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 010 Engineering-Not on Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.42	26.38	<b>100.00</b>	21.42	26.38	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				21.42	26.38	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

## Job Group: 011 Engineering-P/T Faculty

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	18.99	28.10	<b>100.00</b>	18.99	28.10	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				18.99	28.10	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

## Job Group: 012 Humanities-Tenured

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	54.60	17.36	<b>10.00</b>	5.46	1.74	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	<b>90.00</b>	0.00	0.00	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				5.46	1.74	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

## Job Group: 013 Humanities-On Track

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.84	20.02	<b>100.00</b>	58.84	20.02	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				58.84	20.02	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

## Job Group: 014 Humanities-Not on Track

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.47	16.00	<b>100.00</b>	59.47	16.00	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				59.47	16.00	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 016 Mgmt/Finance-Tenured**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	35.05	24.00	<b>10.00</b>	3.51	2.40	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	100.00	<b>90.00</b>	90.00	90.00	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				93.51	92.40	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 017 Mgmt/Finance-On Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.47	24.26	<b>100.00</b>	33.47	24.26	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				33.47	24.26	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 018 Mgmt/Finance- Not on Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.71	23.74	<b>100.00</b>	40.71	23.74	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				40.71	23.74	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 019 Mtls/Energy-Tenured**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.03	22.26	<b>10.00</b>	2.60	2.23	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	100.00	<b>90.00</b>	0.00	90.00	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				2.60	92.23	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 020 Mtls/Energy-OnTrack**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	23.08	22.49	<b>100.00</b>	23.08	22.49	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				23.08	22.49	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 021 Mtls/Energy-Not onTrack**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.72	20.25	<b>100.00</b>	26.72	20.25	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				26.72	20.25	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 022 Mtls/Energy-P/T Faculty**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	24.58	24.21	<b>100.00</b>	24.58	24.21	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				24.58	24.21	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 023 Math/Comp Sci-Tenured**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.34	24.87	<b>10.00</b>	2.63	2.49	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	100.00	<b>90.00</b>	0.00	90.00	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				2.63	92.49	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 024 Math/Comp Sci-On Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.94	24.43	<b>100.00</b>	25.94	24.43	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				25.94	24.43	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 025 Math/Comp Sci-Not on Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.32	22.03	<b>100.00</b>	28.32	22.03	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				28.32	22.03	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 026 Math/Comp Sci-P/T Faculty**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	24.04	26.34	<b>100.00</b>	24.04	26.34	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				24.04	26.34	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 027 Science-Tenured**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	29.51	21.24	<b>10.00</b>	2.95	2.12	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	0.00	0.00	<b>90.00</b>	0.00	0.00	Other Feeder Pools
			<b>100.00</b>			
Job Group Final Availabilities (%)				2.95	2.12	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 028 Science-On Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.65	20.91	<b>100.00</b>	27.65	20.91	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				27.65	20.91	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 029 Science- Not on Track**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.03	21.87	<b>100.00</b>	34.03	21.87	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				34.03	21.87	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 030 Science-P/T Faculty**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.32	21.69	<b>100.00</b>	32.32	21.69	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				32.32	21.69	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 031 Researchers**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	19.61	30.06	<b>100.00</b>	19.61	30.06	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				19.61	30.06	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 032 Librarians**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	83.60	15.74	<b>100.00</b>	83.60	15.74	Census 2010 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				83.60	15.74	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 033 Post-Doctoral Fellows**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.37	27.45	<b>100.00</b>	21.37	27.45	Census 2010 Special EEO File SED (1998-2008)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				21.37	27.45	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 034 Research Engineers**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.39	10.62	<b>100.00</b>	11.39	10.62	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				11.39	10.62	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 035 Coaches**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.79	22.05	<b>100.00</b>	34.79	22.05	Census 2010 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				34.79	22.05	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 036 Professionals-Provost**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.49	10.24	<b>70.00</b>	45.14	7.17	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	82.61	6.52	<b>30.00</b>	24.78	1.96	Feeder Job Groups: Support-Provost (054)
			<b>100.00</b>			
Job Group Final Availabilities (%)				69.92	9.12	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 037 Professionals-Admins Svcs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	43.97	10.63	<b>70.00</b>	30.78	7.44	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	55.56	0.00	<b>30.00</b>	16.67	0.00	Feeder Job Groups: Support-Admin Svcs (056)
			<b>100.00</b>			
Job Group Final Availabilities (%)				47.44	7.44	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 038 Professionals-Stu Affairs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	72.27	9.78	<b>70.00</b>	50.59	6.84	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	70.59	17.65	<b>30.00</b>	21.18	5.29	Feeder Job Groups: Support-Stu Affairs (052)
			<b>100.00</b>			
Job Group Final Availabilities (%)				71.77	12.14	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 040 Professionals-Info Tech**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.89	23.91	<b>90.00</b>	26.00	21.52	Census 2010 Special EEO File S&T- US(40), MO(60)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	17.65	0.00	<b>10.00</b>	1.76	0.00	Feeder Job Groups: Support-Info Tech (051)
			<b>100.00</b>			
Job Group Final Availabilities (%)				27.76	21.52	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 041 Professionals-Medical & Relate**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	70.98	10.01	<b>100.00</b>	70.98	10.01	Census 2010 Special EEO File S&T-US(15), Surrounding Counties (85)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				70.98	10.01	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 042 Engineers & Designers**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.47	13.20	<b>100.00</b>	13.47	13.20	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				13.47	13.20	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 043 Sales & Development**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.41	18.22	<b>100.00</b>	48.41	18.22	Census 2010 Special EEO File S&T- US(70), MO(30)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				48.41	18.22	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 044 Research Specialist**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.03	16.41	<b>95.00</b>	26.63	15.59	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	15.38	0.00	<b>5.00</b>	0.77	0.00	Feeder Job Groups: Research Technicians (045)
			<b>100.00</b>			
Job Group Final Availabilities (%)				27.40	15.59	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 045 Research Technicians**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.81	11.77	<b>100.00</b>	22.81	11.77	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				22.81	11.77	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 046 Administrative Assts**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	94.07	6.92	<b>10.00</b>	9.41	0.69	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.46	7.69	<b>90.00</b>	79.62	6.92	Feeder Job Groups: Admin/Clerical Support (048)
			<b>100.00</b>			
Job Group Final Availabilities (%)				89.02	7.62	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 047 Secretaries**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	99.28	6.23	<b>90.00</b>	89.35	5.61	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	81.73	3.85	<b>10.00</b>	8.17	0.38	Feeder Job Groups: Admin/Clerical Support (048), Admin/Clerical Support P/T (049)
			<b>100.00</b>			
Job Group Final Availabilities (%)				97.53	5.99	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 048 Admin/Clerical Support**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	85.12	7.31	<b>100.00</b>	85.12	7.31	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				85.12	7.31	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 049 Admin/Clerical Support P/T**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	85.91	9.16	<b>100.00</b>	85.91	9.16	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				85.91	9.16	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 050 Protective Services**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.82	15.88	<b>100.00</b>	14.82	15.88	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				14.82	15.88	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 051 Support-Info Tech**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.85	20.02	<b>100.00</b>	36.85	20.02	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				36.85	20.02	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 052 Support-Stu Affairs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	68.77	5.71	<b>100.00</b>	68.77	5.71	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				68.77	5.71	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 053 Support-Academics**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	0.52	0.40	<b>100.00</b>	0.52	0.40	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				0.52	0.40	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 054 Support-Provost**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	57.87	12.77	<b>30.00</b>	17.36	3.83	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	93.41	6.31	<b>70.00</b>	65.39	4.41	Feeder Job Groups: Secretaries (047), Admin/Clerical Support (048)
			<b>100.00</b>			
Job Group Final Availabilities (%)				82.75	8.25	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 055 Support-Library**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.57	0.00	<b>80.00</b>	22.86	0.00	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.46	7.69	<b>20.00</b>	17.69	1.54	Feeder Job Groups: Admin/Clerical Support (048)
			<b>100.00</b>			
Job Group Final Availabilities (%)				40.55	1.54	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 056 Support-Admin Svcs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.20	8.23	<b>80.00</b>	16.96	6.59	Census 2010 Special EEO File S&T-MO(30), Surrounding Counties (70)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	81.73	3.85	<b>20.00</b>	16.35	0.77	Feeder Job Groups: Admin/Clerical Support (048), Admin/Clerical Support P/T (049)
			<b>100.00</b>			
Job Group Final Availabilities (%)				33.31	7.36	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 057 Electronic Technicians**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.33	11.69	<b>100.00</b>	20.33	11.69	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				20.33	11.69	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 058 Lab Mechanics**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.18	7.40	<b>100.00</b>	4.18	7.40	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				4.18	7.40	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 059 Mechanical/Custodial Supvs**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	30.02	19.14	<b>100.00</b>	30.02	19.14	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				30.02	19.14	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 060 Misc Service/Maintenance**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.99	10.03	<b>100.00</b>	37.99	10.03	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				37.99	10.03	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 061 Nurses-BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.48	0.00	<b>100.00</b>	34.48	0.00	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				34.48	0.00	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 062 Groundskprs/Laborers-BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.30	8.70	<b>0.00</b>	0.00	0.00	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	39.81	6.48	<b>100.00</b>	39.81	6.48	Feeder Job Groups: Custodians-BU (063)
			<b>100.00</b>			
Job Group Final Availabilities (%)				39.81	6.48	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 063 Custodians-BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.79	9.98	<b>100.00</b>	25.79	9.98	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				25.79	9.98	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 064 Mech & Repair- BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	5.11	15.58	<b>100.00</b>	5.11	15.58	Census 2010 Special EEO File S&T-MO(80), Surrounding Counties(20)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				5.11	15.58	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 065 Non-Clerical Support Svcs-BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.09	6.05	<b>0.00</b>	0.00	0.00	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	19.91	3.24	<b>100.00</b>	19.91	3.24	Feeder Job Groups: Groundskprs/Laborers-BU (062), Custodians-BU (063)
			<b>100.00</b>			
Job Group Final Availabilities (%)				19.91	3.24	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 066 Carpenters/Painters-BU**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	6.14	3.95	<b>100.00</b>	6.14	3.95	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				6.14	3.95	



# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 067 Temp-Admin/Professional**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.22	22.22	<b>100.00</b>	22.22	22.22	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				22.22	22.22	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 068 Temp-Clerical**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	88.22	12.13	<b>100.00</b>	88.22	12.13	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				88.22	12.13	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 069 Temp-Service**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.22	22.22	<b>100.00</b>	22.22	22.22	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				22.22	22.22	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 070 Temp-Technical**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.22	22.22	<b>100.00</b>	22.22	22.22	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				22.22	22.22	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 071 Temp-Crafts**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	1.71	8.35	<b>100.00</b>	1.71	8.35	Census 2010 Special EEO File S&T Surrounding Counties
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				1.71	8.35	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 073 Managers- HRS,AA,D&I**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.19	20.45	<b>75.00</b>	43.64	15.34	Census 2010 Special EEO File S&T- US(40), MO(60)
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	0.00	<b>25.00</b>	12.50	0.00	Feeder Job Groups: Professionals-HRSAADI (074)
			<b>100.00</b>			
Job Group Final Availabilities (%)				56.14	15.34	

# Availability Analysis

Missouri S&T - 20141218  
01/01/2014

**Job Group: 074 Professionals-HRSAADI**

Factor	Raw Statistics (%)		Value Weight	Weighted Factor (%)		Source of Data Rationale for Selection of Recruitment Area/Pool
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	45.95	21.85	<b>100.00</b>	45.95	21.85	Census 2010 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			<b>100.00</b>			
Job Group Final Availabilities (%)				45.95	21.85	