



**Semi-Annual Report
on
Female and Minority Employment**

July to December 2021

**Personnel Cabinet
March 30, 2022**



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ANDY BESHEAR
GOVERNOR



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March 30, 2022

The Honorable Andy Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, please find enclosed the Semi-Annual Report on Female and Minority employment for the six-month period beginning July 1, 2021 and ending December 31, 2021. This report reflects female and minority employment as associated with the Commonwealth of Kentucky's established hiring goals for the Executive Branch (inclusive of executive branch cabinets and constitutional offices).

Hiring goals for females and minorities were set at and 50.8% (females) and 12.2% (minorities), respectively. To gauge the progress toward these goals, the Personnel Cabinet retrieved and analyzed female and minority employment data from the Kentucky Human Resources Information System ("KHRIS") for the six-month reporting period (July 1 to December 31, 2021). Employment data from the Unified Prosecutorial System is excluded from this report.

Employment numbers for the second six-month reporting period of 2021 (July 1 to December 31, 2021) reflects the Executive Branch (executive branch cabinets and constitutional offices) employment total 27,198 employees. Overall, there were 13,846 females and 2,599 minorities employed during the established reporting period.

The Commonwealth exceeded the female employment goal of 50.8% with our current rate of 50.91%. The Commonwealth fell short of the minority employment goal of 12.2% with our current rate of 9.56%. In terms of Cabinets meeting the employment goals, seven (7) executive branch cabinets and four (4) constitutional offices exceeded the female employment goal. Three (3) executive branch cabinets exceeded the overall employment goals for minorities and two (2) constitutional offices. Additionally, three (3) executive branch cabinets exceeded both minority and female employment goals and two (2) constitutional offices.

Through effective and proactive outreach and by means of meaningful professional development training, the Personnel Cabinet in collaboration with its Office of Diversity, Equality and Training (ODET), will continue to identify and work with executive branch cabinets and constitutional offices actively addressing challenges inherent in impeding established diversity and equal employment opportunity goals.

Sincerely,

Gerina D. Whethers, Personnel Cabinet Secretary

Enclosure

cc: J. Michael Brown, Secretary of the Governor's Executive Cabinet
LaTasha Buckner, Chief of Staff, Governor's Executive Cabinet

STATEMENT OF PURPOSE

Office of Diversity, Equality & Training

The Office of Diversity, Equality and Training (ODET) within the Commonwealth of Kentucky's Personnel Cabinet, is committed to striving towards a diverse workforce within state government. Kentucky Revised Statute KRS 18A.138(4) (f) directs the Personnel Cabinet to produce the Semi-Annual Report on Female & Minority Employment in order to provide state officials with a progress assessment of the Executive Branch's Affirmative Action Plan. The data in this report reflects female and minority employment within the executive branch cabinets and constitutional offices.

The Executive Branch Affirmative Action Plan requires the Personnel Cabinet to set goals for female and minority employment. The Executive Branch Affirmative Action Plan is established by Executive Order 2013-841. Current established employment goals are 50.8% for female employment and 12.2% for minority employment. Employment goals reflect population percentages established by the most recent applicable Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a data snapshot of state government workforce realities in comparison to the established goals.

Report Data Collection and Methodology

The data included in the Semi-Annual Report on Female & Minority Employment was pulled from the state comprehensive Kentucky Human Resources Information System (KHRIS). The semi-annual reports are submitted within 60 days after the reporting period.

Race and Sex Demographics:

Applicants are given the opportunity to voluntarily self-identify sex and race (as established by federal designations) upon applying for positions. If identified, sex/race information is captured in KHRIS. If applicants fail to identify, upon hire, and in concert with Onboarding, employees are provided a form, whereby they again have an opportunity to self-identify sex/race information. If employees fail to self-identify upon hire, in accordance with guidance from the Equal Employment Opportunity Commission (EEOC), supervisors are required to provide designations of sex/race for employees.

For purposes of the Semi-Annual Report on Female & Minority Employment, all Race categories, excluding White are considered minority. EEOC allowable Race and Sex designations are as follows:

Hispanic or Latino Male or Female

White Male or Female

Black/African American (Non-Hispanic or Latino) Male or Female

Asian (Non-Hispanic) Male or Female

Native Hawaiian or Other Pacific Islander (Non-Hispanic) Male or Female

American Indian or Alaska Native (Non-Hispanic) Male or Female

Two or More Races (Non-Hispanic) Male or Female

EEO Job Categories:

EEO Job Categories as identified by the EEOC are assigned to each Job Classification/Title. Upon establishment, ODET determines the appropriate assignment for each EEO Job category upon review of each job classification and review of the descriptions for each EEO Job Category.

EEO Job Categories are identified as follows and are aligned in the first eight (8) columns of the Semi-Annual Report on Female & Minority Employment Tables.

- EEO Group 1: Officials and Administrators
- EEO Group 2: Professionals
- EEO Group 3: Technicians
- EEO Group 4: Protective Service Workers
- EEO Group 5: Paraprofessionals
- EEO Group 6: Administrative Support (Including Clerical and Sales)
- EEO Group 7: Skilled Craft Workers
- EEO Group 8: Service-Maintenance

The Semi-Annual Report on Female & Minority Employment tables represent total employment numbers, female and minority employment numbers/percentages, established projected goals and goal measurement statewide for each executive branch cabinet and each constitutional office. Each table also includes a comparative analysis of data compared to the previous 6 months.

This report also includes graphic representations of minority and female employment data statewide and by individual executive branch cabinet and each constitutional office.

Notes on Reading the Utilization Tables

1. The column categories are abbreviated to provide maximum use of space on the pages that follow. Explanations for each column category abbreviations are as follows:

- Total EMPS = Total number of employees for the specific EEO Job Category
- Min = Number of minorities for the specific EEO Job Category
- % Min = Percentage of minorities for the specific EEO Job Category
- Under Util = Projected Goal obtained or not obtained
- Min Proj % Goal = Established projected goal
- Female Emps = Total number of female employees for the specific EEO Job Category
- % Female = Percentage of females for the specific EEO Job Category
- Fem Proj % Goal = Percentage of females for the specific EEO Job Category

Analytical Framework for Readers

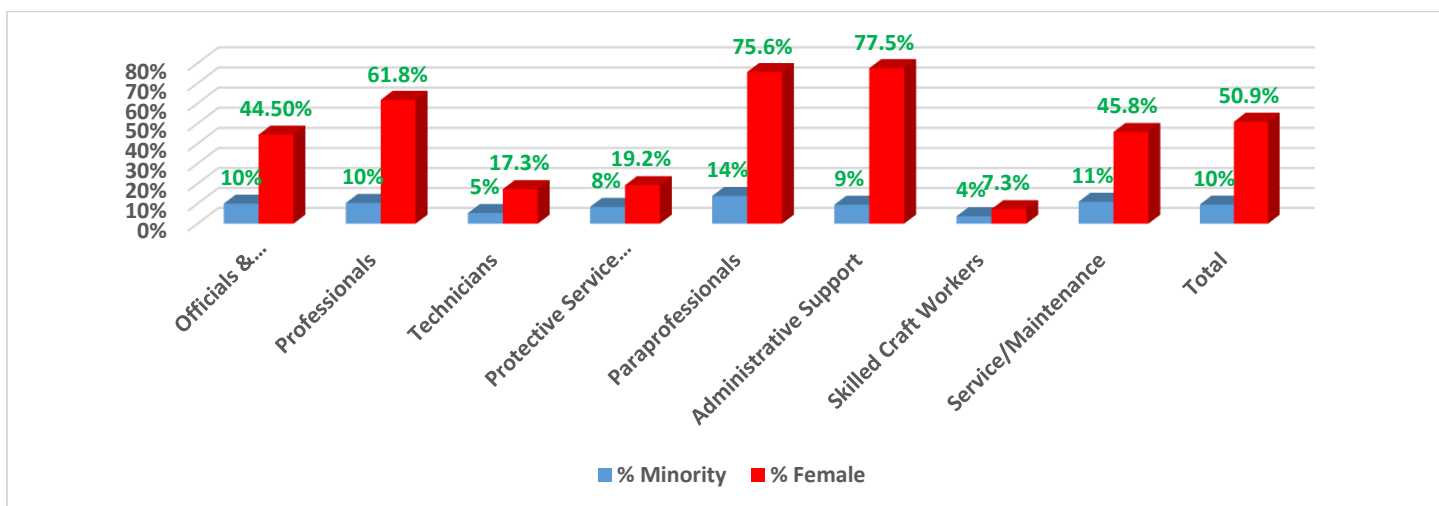
Employment opportunities within the Executive Branch are available within all 120 counties of the Commonwealth. Overall employment within the Executive Branch has trended downward for the past year to six months. As each executive branch cabinet and constitutional office has its own unique mission and authority, employment opportunities, employment needs, job classifications/titles and labor statistics vary as well.

The presentation of data found within this Semi-Annual Report on Female & Minority Employment focuses on providing readers with a six (6) month analysis of female and minority employment data in accordance with established goals as set out with the Executive Branch Affirmative Action Plan.

Readers will be able to assess areas in which there has been overall goal attainment, goal attainment within specific EEO Job Categories and employment growth towards established goals on a semi-annual basis. This report also reflects areas for opportunities to improve. While the examination of employment opportunities within the Executive Branch may pose challenges for some executive branch cabinets and constitutional offices to meet projected goals, this report can serve as a status report which provides the opportunity for leadership to assess their employment data as an effort to devise innovative recruitment and retention strategies. Whereas there are deficits in goal attainment, this report analysis provides leadership a narrative by which to implement and/or develop realistic, achievable and sustainable solutions to reach projected female and minority employment goals. Areas highlighted with green indicate the attainment of projected goals.

Executive Branch Comparative Utilization Summary on Female and Minority Employment

January 1, 2021 to June 30, 2021



The following tables summarize overall minority and female employment statistics from Semi-Annual Utilization Reports dated January 1, 2021 – June 30, 2021 and July 1 -December 31, 2021:

Category	January 1 -June 30, 2021	Goal	Difference
Minority Employment	9.44%	12.2%	-2.8%
Female Employment	50.9%	50.8%	+.1%

Category	July 1 - December 30, 2021	Goal	Difference
Minority Employment	9.56%	12.2%	-2.64%
Female Employment	50.91%	50.8%	+.11%

EXECUTIVE BRANCH SEMI-ANNUAL REPORT ON FEMALE AND MINORITY EMPLOYMENT ANALYSIS BY EEO CATEGORIES

Statewide Table

Job Category	Total EMPS	Min	% Min	Under Util	Min Proj % Goal	Female Emps	% Female	Under Util	Fem Proj % Goal
EEO GRP 1: OFFICIALS & ADMINSTRATORS	638	64	10.03%	YES	12.20%	284	44.51%	YES	50.8%
EEO GRP 2: PROFESSIONALS	16,298	1690	10.37%	YES	12.20%	10,068	61.77%	NO	50.8%
EEO GRP 3: TECHNICIANS	3,331	177	5.31%	YES	12.20%	576	17.29%	YES	50.8%
EEO GRP 4: PROTECT SERVICE WORKERS	2,853	232	8.13%	YES	12.20%	549	19.24%	YES	50.8%
EEO GRP 5: PARA PROFESIONNALS	1,724	235	13.63%	NO	12.20%	1,303	75.58%	NO	50.8%
EEO GRP 6: OFFICE & CLERICAL	885	84	9.49%	YES	12.20%	668	75.48%	NO	50.8%
EEO GRP 7: SKILLED WORKER	715	32	4.48	YES	12.20%	52	7.27%	YES	50.8%
EEO GRP 8: SERVICE- MAINTENANCE	753	85	11.29	YES	12.20%	345	45.82	YES	50.8%
Total	27,198	2,559	9.56	YES	12.20%	13,846	50.91	YES	50.8%

*Green- Utilization goal met

The Commonwealth exceeded the female employment goal in three (3) EEO Job categories:

- EEO Group 2 (Professionals-61.77%)
- EEO Group 5 (Paraprofessionals-75.58%)
- EEO Group 6 (Administrative Support-75.48%)

The Commonwealth exceeded the minority employment goal in one (1) EEO Job categories:

- EEO Group 5 (Paraprofessional-13.63%)

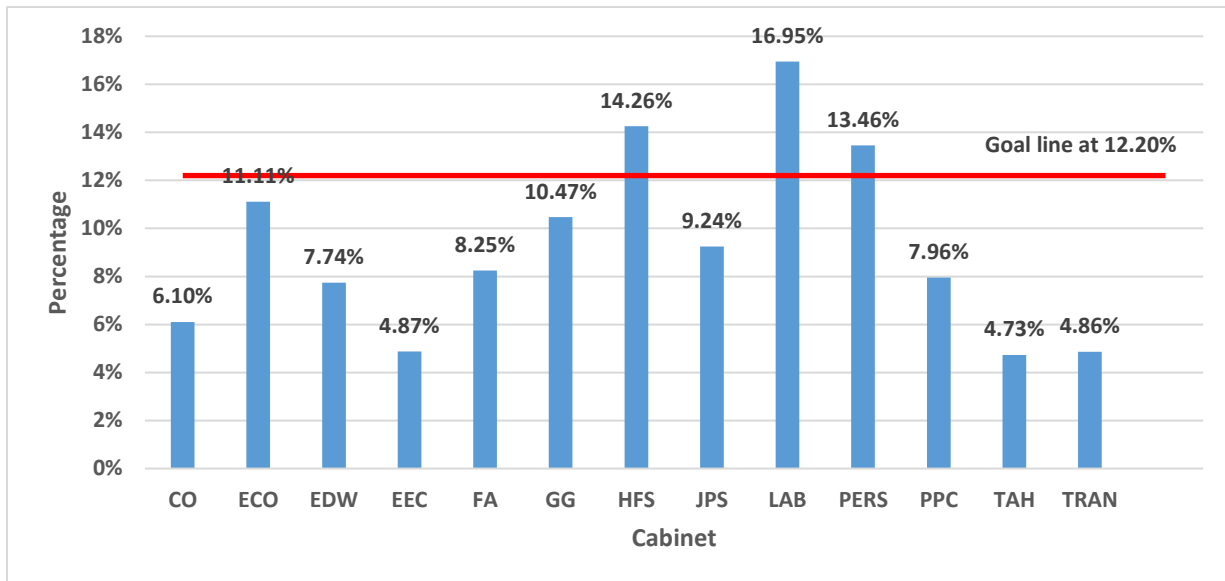
Both female and minority **underrepresentation** is most prevalent in the following EEO job categories:

- EEO Group 3 (Technicians-M-5.31% & F-17.29%)
- EEO Group 4 (Protective Service Workers-M-8.13% & F-19.24%)
- EEO Group 7 (Skilled Craft Workers-M 4.48% & F-7.27%)

SEMI-ANNUAL MINORITY EMPLOYMENT RESULTS

PERCENTAGE BY CABINET

(GOAL: 12.2%)



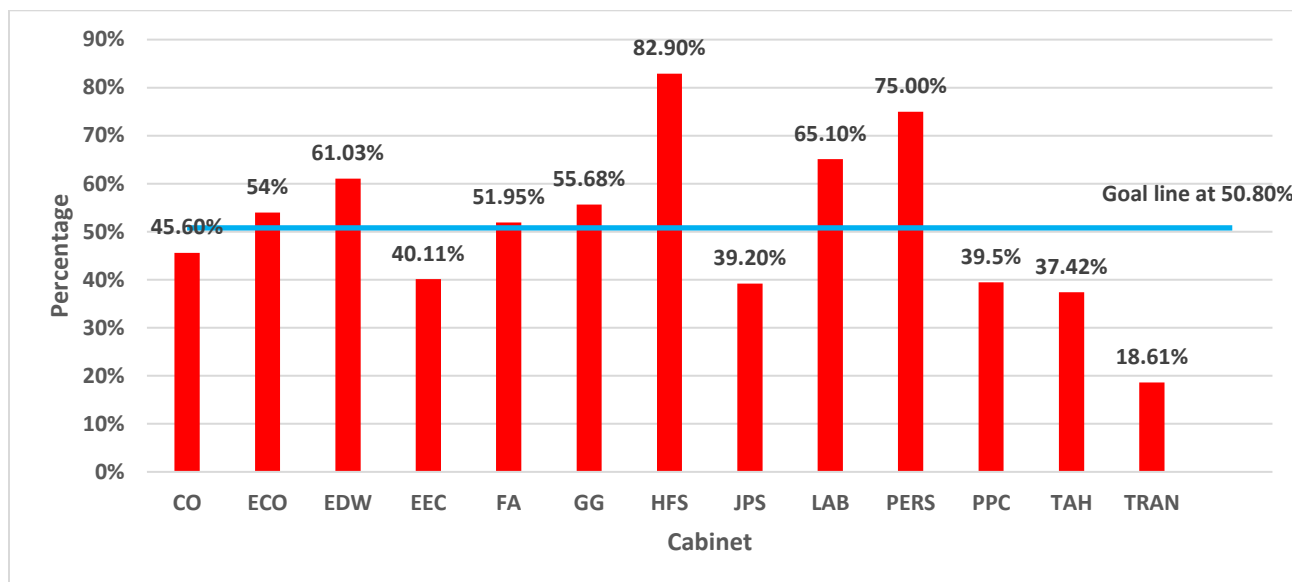
CO: Constitutional Offices
 ECO: Economic Development
 EDW: Education and Workforce
 EEC: Energy and Environment
 FA: Finance and Administration
 GG: General Government
 HFS: Health and Family Services

JPS: Justice and Public Safety
 LAB: Labor
 PERS: Personnel
 PPC: Public Protection
 TAH: Tourism, Arts and Heritage
 TRAN: Transportation

- **Three (3) Cabinets exceeded minority utilization goals:**
 - Health & Family Services Cabinet (**14.26%**)
 - Labor Cabinet (**16.95%**)
 - Personnel Cabinet (**13.46%**)

*For the purposes of this analysis all constitutional offices were included together.

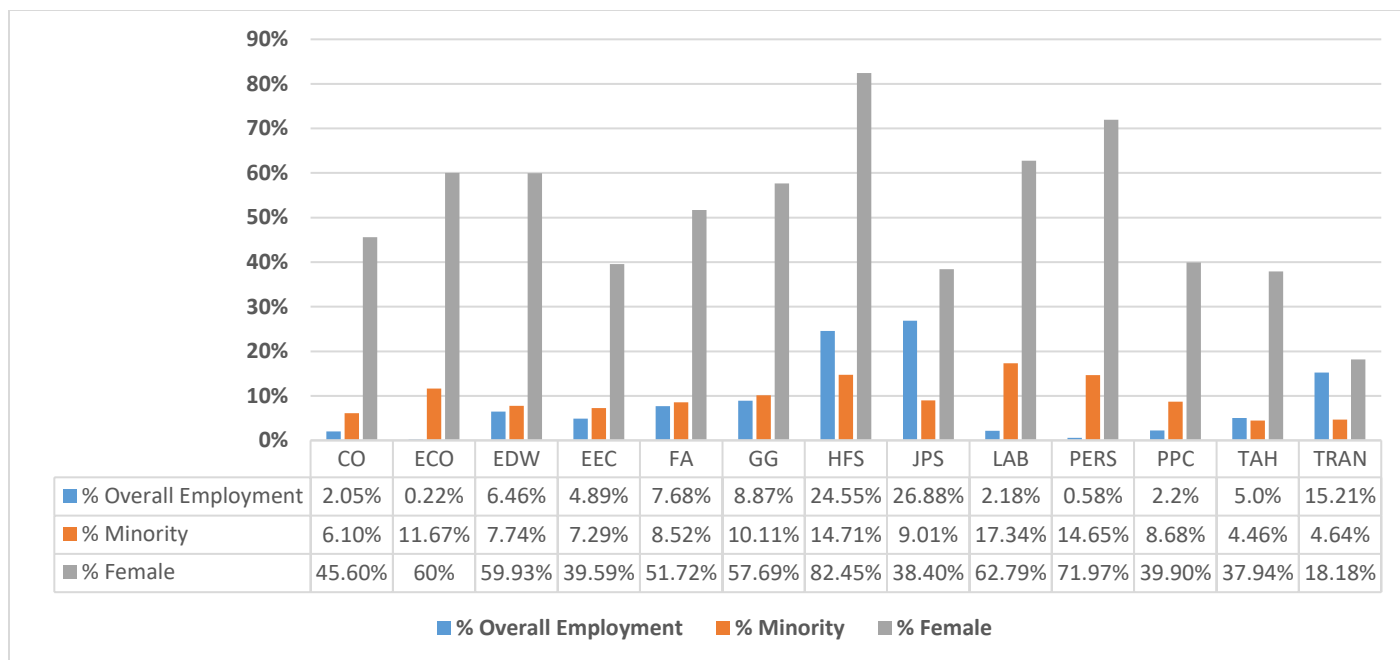
SEMI-ANNUAL FEMALE EMPLOYMENT RESULTS PERCENTAGE BY CABINET (GOAL: 50.8%)



CO: Constitutional Offices
ECO: Economic Development
EDW: Education and Workforce
EEC: Energy and Environment
FA: Finance and Administration
GG: General Government
HFS: Health and Family Services

JPS: Justice and Public Safety
LAB: Labor
PERS: Personnel
PPC: Public Protection
TAH: Tourism, Arts and Heritage
TRAN: Transportation

- **Seven (7) Executive Branch Agencies exceeded female utilization goals:**
 - Economic Development Cabinet (**53.97%**)
 - Education and Workforce Development (**61.03%**)
 - Finance and Administration Cabinet (**51.95%**)
 - General Government (**55.68%**)
 - Health and Family Services Cabinet (**82.90%**)
 - Labor Cabinet (**65.10%**)
 - Personnel Cabinet (**75.00%**)



PERCENTAGE OF EXECUTIVE BRANCH OF EMPLOYEE REPRESENTATION

CO: Constitutional Offices
 ECO: Economic Development
 EDW: Education and Workforce
 EEC: Energy and Environment
 FA: Finance and Administration
 GG: General Government
 HFS: Health and Family Services

JPS: Justice and Public Safety
 LAB: Labor
 PERS: Personnel
 PPC: Public Protection
 TAH: Tourism, Arts and Heritage
 TRAN: Transportation

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets exceeding both minority and female utilization goals:**
 - Health & Family Services Cabinet
 - Labor Cabinet
 - Personnel Cabinet

ECONOMIC DEVELOPMENT CABINET
July 1 to December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	9	1	11.11%	12.2	4	44.44%	50.8
EEO GRP 2: PROFESSIONAL	42	5	11.9%	12.2	24	57.14%	50.8
EEO GRP 3: TECHNICIANS	3	0	0%	12.2	3	100%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	12.2	1	100%	50.8
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	12.2	4	100%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	12.2	0	0%	50.8
TOTAL	60	7	11.67%	12.2	36	60%	50.8

*Green- Utilization goal met

EDUCATION AND WORKFORCE DEVELOPMENT CABINET
July 1 to December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	50	3	6.00%	12.2	31	62.00%	50.8
EEO GRP 2: PROFESSIONAL	1467	127	8.66%	12.2	937	63.87%	50.8
EEO GRP 3: TECHNICIANS	90	8	8.89%	12.2	35	38.89%	50.8
EEO GRP 4: PROTECT SERV WRKR	6	1	17%	12.2	1	16.67%	50.8
EEO GRP 5: PARA PROFESSIONAL	44	3	6.82%	12.2	35	79.55%	50.8
EEO GRP 6: OFFICE & CLERICAL	40	6	15.00%	12.2	34	85.00%	50.8
EEO GRP 7: SKILLED WORKER	12	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	72	9	12.50%	12.2	14	19.44%	50.8
TOTAL	1781	163	9.15%	12.2	1087	61.03%	50.8

*Green- Utilization goal met

ENERGY AND ENVIRONMENT CABINET
July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	36	0	0%	12.2	18	50.00%	50.8
EEO GRP 2: PROFESSIONAL	1,204	61	5%	12.2	475	39.45%	50.8
EEO GRP 3: TECHNICIANS	42	1	2%	12.2	17	40.48%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	3	0	0%	12.2	3	100%	50.8
EEO GRP 6: OFFICE & CLERICAL	5	1	20%	12.2	5	100%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	12.2	1	25.00%	50.8
TOTAL	1,294	63	5%	12.2	519	40.11%	50.8

*Green- Utilization goal met

FINANCE AND ADMINISTRATION CABINET
July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	65	4	6.15%	12.2	31	47.69%	50.8
EEO GRP 2: PROFESSIONAL	1,563	127	8.13%	12.2	920	58.86%	50.8
EEO GRP 3: TECHNICIANS	171	16	9.36%	12.2	40	23.39%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0.00%	50.8
EEO GRP 5: PARA PROFESSIONAL	31	5	16%	12.2	16	52%	50.8
EEO GRP 6: OFFICE & CLERICAL	38	3	7.89%	12.2	19	50.00%	50.8
EEO GRP 7: SKILLED WORKER	81	3	3.70%	12.2	2	2.47%	50.8
EEO GRP 8: SERVICE MAINTENANCE	51	5	9.80%	12.2	10	19.61%	50.8
TOTAL	2,000	165	8.25%	12.2	1,039	51.95%	50.8

*Green- Utilization goal met

GENERAL GOVERNMENT
July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	191	17	8.90%	12.2	68	35.60%	50.8
EEO GRP 2: PROFESSIONAL	1,199	110	9.17%	12.2	738	61.55%	50.8
EEO GRP 3: TECHNICIANS	205	23	11.22%	12.2	84	40.98%	50.8
EEO GRP 4: PROTECT SERV WRKR	209	22	10.53%	12.2	72	34.45%	50.8
EEO GRP 5: PARA PROFESSIONAL	121	25	20.66%	12.2	104	85.95%	50.8
EEO GRP 6: OFFICE & CLERICAL	72	15	20.8%	12.2	60	83.33%	50.8
EEO GRP 7: SKILLED WORKER	50	1	2%	12.2	9	18.00%	50.8
EEO GRP 8: SERVICE MAINTENANCE	186	21	11.29%	12.2	108	58.06%	50.8
TOTAL	2,234	234	10.47%	12.2	1,244	55.68%	50.8

*Green- Utilization goal met

CABINET FOR HEALTH AND FAMILY SERVICES
July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	62	11	17.74%	12.2	50	80.65%	50.8
EEO GRP 2: PROFESSIONAL	4,553	629	13.82%	12.2	3793	83.31%	50.8
EEO GRP 3: TECHNICIANS	203	23	11.33%	12.2	159	78.33%	50.8
EEO GRP 4: PROTECT SERV WRKR	40	10	25.00%	12.2	11	27.50%	50.8
EEO GRP 5: PARA PROFESSIONAL	1219	165	13.54%	12.2	1032	84.66%	50.8
EEO GRP 6: OFFICE & CLERICAL	155	25	16.13%	12.2	144	92.90%	50.8
EEO GRP 7: SKILLED WORKER	17	6	35%	12.2	1	6%	50.8
EEO GRP 8: SERVICE MAINTENANCE	55	30	54.55%	12.2	36	65.45%	50.8
TOTAL	6,304	899	14.26%	12.2	5,226	82.90%	50.8

*Green- Utilization goal met

JUSTICE AND PUBLIC SAFETY CABINET
July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	57	9	15.79%	12.2	30	52.63%	50.8
EEO GRP 2: PROFESSIONAL	3,160	347	10.98%	12.2	1650	52.22%	50.8
EEO GRP 3: TECHNICIANS	234	14	5.98%	12.2	94	40.17%	50.8
EEO GRP 4: PROTECT SERV WRKR	2411	194	8.05%	12.2	448	19%	50.8
EEO GRP 5: PARA PROFESSIONAL	185	25	13.51%	12.2	60	32.43%	50.8
EEO GRP 6: OFFICE & CLERICAL	463	26	5.62%	12.2	329	71.06%	50.8
EEO GRP 7: SKILLED WORKER	173	8	4.62%	12.2	16	9.25%	50.8
EEO GRP 8: SERVICE MAINTENANCE	69	1	1.45%	12.2	29	42.03%	50.8
TOTAL	6,752	624	9.24%	12.2	2,647	39.20%	50.8

*Green- Utilization goal met

LABOR CABINET

July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	22	3	13.64%	12.2	9	40.91%	50.8
EEO GRP 2: PROFESSIONAL	601	105	17.47%	12.2	404	67.22%	50.8
EEO GRP 3: TECHNICIANS	39	10	25.64%	12.2	15	38.46%	50.8
EEO GRP 4: PROTECT SERV WRKR	5	0	0%	12.2	1	20%	50.8
EEO GRP 5: PARA PROFESSIONAL	10	0	0%	12.2	10	100%	50.8
EEO GRP 6: OFFICE & CLERICAL	21	1	4.8%	12.2	18	85.71%	50.8
EEO GRP 7: SKILLED WORKER	3	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	1	0	0%	12.2	0	0%	50.8
TOTAL	702	119	16.95%	12.2	457	65.10%	50.8

*Green- Utilization goal met

PERSONNEL CABINET
July 1 to December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	13	4	30.77%	12.2	6	46.15%	50.8
EEO GRP 2: PROFESSIONAL	123	15	12.20%	12.2	103	83.74%	50.8
EEO GRP 3: TECHNICIANS	17	1	5.88%	12.2	5	29.41%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	3	1	33%	12.2	3	100%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	156	21	13.46%	12.2	117	75.00%	50.8

*Green- Utilization goal met

PUBLIC PROTECTION CABINET
July 1 2021- December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	49	5	10%	12.2	13	27%	50.8
EEO GRP 2: PROFESSIONAL	338	30	8.88%	12.2	183	54.14%	50.8
EEO GRP 3: TECHNICIANS	137	9	6.57%	12.2	15	10.95%	50.8
EEO GRP 4: PROTECT SERV WRKR	9	0	0%	12.2	7	77.78%	50.8
EEO GRP 5: PARA PROFESSIONAL	3	0	0%	12.2	2	67%	50.8
EEO GRP 6: OFFICE & CLERICAL	18	3	16.67%	12.2	17	94.44%	50.8
EEO GRP 7: SKILLED WORKER	36	0	0%	12.2	1	2.78%	50.8
EEO GRP 8: SERVICE MAINTENANCE	13	1	8%	12.2	0	0%	50.8
TOTAL	603	48	7.96%	12.2	238	39.5%	50.8

*Green- Utilization goal met

TOURISM, ARTS, AND HERITAGE CABINET
July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	37	2	5.41%	12.2	13	35.14%	50.8
EEO GRP 2: PROFESSIONAL	448	20	4.46%	12.2	225	50.22%	50.8
EEO GRP 3: TECHNICIANS	69	6	8.70%	12.2	24	34.78%	50.8
EEO GRP 4: PROTECT SERV WRKR	169	5	2.96%	12.2	9	5.33%	50.8
EEO GRP 5: PARA PROFESSIONAL	87	5	5.75%	12.2	31	35.63%	50.8
EEO GRP 6: OFFICE & CLERICAL	49	2	4.1%	12.2	32	65.31%	50.8
EEO GRP 7: SKILLED WORKER	200	6	3.00%	12.2	22	11.00%	50.8
EEO GRP 8: SERVICE MAINTENANCE	272	17	6.25%	12.2	142	52.21%	50.8
TOTAL	1,331	63	4.73%	12.2	498	37.42%	50.8

*Green- Utilization goal met

TRANSPORTATION CABINET

July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	50	5	10.00%	12.2	12	24.00%	50.8
EEO GRP 2: PROFESSIONAL	1,593	115	7.22%	12.2	615	38.61%	50.8
EEO GRP 3: TECHNICIANS	2,122	66	3.11%	12.2	85	4.01%	50.8
EEO GRP 4: PROTECT SERV WRKR	4	0	0%	12.2	0	0.00%	50.8
EEO GRP 5: PARA PROFESSIONAL	20	1	5%	12.2	9	45.00%	50.8
EEO GRP 6: OFFICE & CLERICAL	16	0	0%	12.2	13	81.25%	50.8
EEO GRP 7: SKILLED WORKER	143	6	4.20%	12.2	1	0.70%	50.8
EEO GRP 8: SERVICE MAINTENANCE	29	0	0.00%	12.2	5	17.24%	50.8
TOTAL	3,977	193	4.85%	12.2	740	18.61%	50.8

*Green- Utilization goal met

SECRETARY OF STATE
July 1 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	3	0	0%	12.2	2	66.67%	50.8
EEO GRP 2: PROFESSIONAL	23	3	13.04%	12.2	13	56.52%	50.8
EEO GRP 3: TECHNICIANS	1	1	100%	12.2	1	100%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	27	4	14.81%	12.2	16	59.26%	50.8

*Green- Utilization goal met

ATTORNEY GENERAL

July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	23	1	4%	12.2	6	26.09%	50.8
EEO GRP 2: PROFESSIONAL	155	13	8.39%	12.2	63	40.65%	50.8
EEO GRP 3: TECHNICIANS	3	0	0%	12.2	1	33%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	4	1	25%	12.2	3	75%	50.8
EEO GRP 6: OFFICE & CLERICAL	7	0	0%	12.2	4	57%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	192	15	7.81%	12.2	77	40.10%	50.8

*Green- Utilization goal met

STATE TREASURER
July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	3	0	0%	12.2	2	67%	50.8
EEO GRP 2: PROFESSIONAL	19	0	0.00%	12.2	14	73.68%	50.8
EEO GRP 3: TECHNICIANS	2	0	0%	12.2	0	0%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	1	1	100%	12.2	0	0%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	25	1	4%	12.2	16	64%	50.8

*Green- Utilization goal met

AUDITOR OF PUBLIC ACCOUNTS
July 1, 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	6	0	0%	12.2	3	50%	50.8
EEO GRP 2: PROFESSIONAL	115	7	6.09%	12.2	68	59.13%	50.8
EEO GRP 3: TECHNICIANS	1	0	0%	12.2	0	0%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	122	7	5.74%	12.2	71	58.20%	50.8

*Green- Utilization goal met

DEPARTMENT OF AGRICULTURE
July 1, 2021 - December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	22	0	0%	12.2	9	40.9%	50.8
EEO GRP 2: PROFESSIONAL	108	3	2.78%	12.2	51	47%	50.8
EEO GRP 3: TECHNICIANS	76	4	5.26%	12.2	17	22%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	7	1	14.29%	12.2	5	71.43%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	1	0	0%	12.2	1	100%	50.8
TOTAL	214	8	3.74%	12.2	83	38.79%	50.8

*Green- Utilization goal met

OFFICE OF THE GOVERNOR
July 1 2021 – December 31, 2021 Semi-Annual Report on Female and Minority
Employment by EEO Job Categories

Job Category	Total EMPS	Min	%Min	Min Proj% Goal	Female Emps	% Female	Fem Proj% Goal
EEO GRP 1: OFFICIALS & ADMIN	3	0	0%	12.2	1	33.33%	50.8
EEO GRP 2: PROFESSIONAL	15	4	27%	12.2	13	87%	50.8
EEO GRP 3: TECHNICIANS	0	0	0%	12.2	0	0%	50.8
EEO GRP 4: PROTECT SERV WRKR	0	0	0%	12.2	0	0%	50.8
EEO GRP 5: PARA PROFESSIONAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 6: OFFICE & CLERICAL	0	0	0%	12.2	0	0%	50.8
EEO GRP 7: SKILLED WORKER	0	0	0%	12.2	0	0%	50.8
EEO GRP 8: SERVICE MAINTENANCE	0	0	0%	12.2	0	0%	50.8
TOTAL	18	4	22.2%	12.2	14	77.78%	50.8

*Green- Utilization goal met

Federal EEO Job Category Descriptions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing motor vehicle, warehouse) inspectors (construction, building, safety, rent-and- housing, fire, A. B. C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm, managers and kindred workers.

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other knowledge and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyer, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers firefighters, guards, deputy sheriffs bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a New Careers concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Group 6. Administrative Support (Including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerk dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Group 7. Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and through comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage plant operators, and kindred workers.

Group 8. Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Includes: Chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.