

## INTRODUCTION

Iowa Affirmative Action Data is revised annually, and the decennial Census 2000 – Occupational Employment by Race and Gender (EEO-1 Categories) for Iowa are designed to assist employers in evaluating the inclusion of women and minorities in their workforce and in establishing goals to improve such utilization. The most current information can always be found on this Web site.

The Census Bureau provides current population projections (2006) by race and gender, depicted in Table 1 – *Population by Gender and Minority Status* (see Table Descriptions below). Those completing forms for Census 2000 were allowed to check more than one racial category. Individuals were also able to indicate if they are of Hispanic origin. Because the federal government regards race and Hispanic origin as two separate concepts, Hispanics can also be counted in any racial group.

For government-related entities, an older Annual Supplement is available containing minority applicant data by state and local EEO category from Workforce Development Centers (Table 2 equivalent).

## IMPORTANT CHANGES THIS YEAR

Due to a change in labor exchange methodology mid-way through 2005, data will no longer be available for: 1) Table 2 – Occupational data, 2) the Annual Supplement, and 3) city data. The latest annual supplement will remain on the site (containing 2004 data) and *Census 2000: State and Local Category* data is still available. We apologize for any inconvenience these changes may cause to our customers.

## TABLE DESCRIPTIONS

<b>Table 1</b>	Contains the latest census population estimates with a main emphasis on total population of each race. Total female population is also included.
<b>Table 2</b>	Provided information on Iowa Workforce Development Applicants (by EEO-1 category) who were registered and seeking employment at local Workforce Development Centers on the date listed. This data is changed each quarter. Therefore a link is provided for this data.
<b>Table 3</b>	Reflects the labor force distribution by gender and minority status (for the reference year) based on Census 2000 data. The labor force equals the sum of employed and unemployed persons.

## AREA COVERAGE

This site contains data for the State of Iowa, seven Metropolitan Statistical Areas (MSAs) and all 99 counties. In 2005, changes were made to the geographical definitions for all MSAs except Dubuque. Counties were added on to five MSAs and a new MSA (Ames) came into existence. Although recruiting areas for different types of workers can vary, most employers generally recruit local

workers. However, the labor market for some professional, managerial, and technical occupations is sometimes much broader geographically – with recruitment often conducted on a state, regional, or national basis. In those cases, the geographic area used for recruiting would be the geographic area that should be considered in setting Affirmative Action Program goals.

## TWO-FACTOR ANALYSIS

Federal contractors with contracts of at least \$50,000 and with 50 or more employees are required by Executive Order 11246, which is enforced by the Office of Federal Contract Compliance Programs (OFCCP), to have an affirmative action plan. As part of such a plan, contractors must analyze all major job groups within their work forces to determine if minorities and/or women are being underutilized. To make such a determination, OFCCP regulations require that a two-factor analysis be conducted for each major job group. Separate analyses must be done for women and each minority subgroup.

**Note: All numbers used in this analysis are percentages.**

In determining whether minorities or women are being underutilized in any job group, the contractor will consider at least the following two factors:

- Factor 1 -** The availability of minorities/women having requisite skills in an area in which the contractor can reasonably recruit.
- Factor 2 -** The availability of promotable and transferable, and trainable minority/female employees within the contractor's organization.

Where a job group is composed of job titles with different availability rates, a composite availability figure for the job group must be calculated. The contractor must separately determine the availability for each job title within the job group and must determine the proportion of job group incumbents employed in each job title. The contractor must weight the availability for each job title by the proportion of job group incumbents employed in that job group. The sum of the weighted availability estimates for all job titles in the job group must be the composite availability for the job group.

Above Source: *Chapter 60: Equal Employment Opportunity*, Title 41, Part 60 of the Code of Federal Regulations, July 2001, U.S. Department of Labor, Employment Standards Administration, Office of Federal Contract Compliance Programs, pp. 115-16.

**FOR ADDITIONAL ASSISTANCE**

For **technical assistance** in preparing affirmative action plans and compliance requirements, please contact: Office of Federal Contract Compliance Programs, Employment Standards Administration, Hruska Federal Courthouse, 111 S 18<sup>th</sup> Plaza Ste 2231, Omaha, NE 68102, PH: **(402) 221-3381**, Web: <http://www.dol.gov/esa/ofccp>. See also the [Frequently Asked Questions for Employers](#) on the compliance site. Any questions concerning information or data provided in this Iowa LMI site should be directed to the Workforce Data & Business Development Bureau, (515) 281-5116.

Although Iowa does not retain affirmative action data for surrounding states, you may contact those states directly.

<p style="text-align: center;"><b><u>ILLINOIS</u></b></p> <p>Illinois Department of Employment Security Economic Information and Analysis Division 33 S State St Floor 9 Chicago IL 60603 (866) 663-7723 <a href="http://lmi.ides.state.il.us/affaction/aamenu.htm">http://lmi.ides.state.il.us/affaction/aamenu.htm</a></p>	<p style="text-align: center;"><b><u>NEBRASKA</u></b></p> <p>Nebraska Workforce Development Department of Labor Labor Market Information Center 550 S 16<sup>th</sup> St Lincoln NE 68509 (402) 471-1025 <a href="http://www.nebraskaworkforce.com/nelmi.htm">www.nebraskaworkforce.com/nelmi.htm</a></p>
<p style="text-align: center;"><b><u>MINNESOTA</u></b></p> <p>Department of Employment and Economic Development Labor Market Information Office First National Bank 332 Minnesota St, Ste E-200 St Paul MN 55101-1351 (651) 296-6545 <a href="http://www.deed.state.mn.us/lmi/publications/aap.htm">www.deed.state.mn.us/lmi/publications/aap.htm</a></p>	<p style="text-align: center;"><b><u>SOUTH DAKOTA</u></b></p> <p>South Dakota Department of Labor Labor Market Information Center PO Box 4730 Aberdeen SD 57402-4730 (605) 626-2314 <a href="http://www.sdjobs.org/lmic">www.sdjobs.org/lmic</a></p>
<p style="text-align: center;"><b><u>MISSOURI</u></b></p> <p>Department of Economic Development Missouri Economic Research &amp; Information Center Truman Bldg RM 580 PO Box 1157 Jefferson City MO 65102 (573) 751-3606 <a href="http://www.missourieconomy.org/community/aff_act/index.stm">http://www.missourieconomy.org/community/aff_act/index.stm</a></p>	<p style="text-align: center;"><b><u>WISCONSIN</u></b></p> <p>Department of Workforce Development 201 E Washington Ave RM A400 PO Box 7944 Madison WI 53707 (608) 266-0851 <a href="http://www.dwd.state.wi.us/oea/">www.dwd.state.wi.us/oea/</a> (OEA Products)</p>