

INTRODUCTION

Census 2000 – Occupational Employment by Race and Gender (by EEO-1 Category) is published decennially to assist employers with evaluating the composition of women and minorities in their workforce and with establishing goals to improve such utilization. Census 2000 files will be useful throughout this decade to both the government and private sector as the primary source of detailed, occupational data (broken down by race and gender) for personnel recruitment and affirmative action program planning. Census counts on the number of workers by occupation generally have been accepted as proxies for the number of workers who are “skilled” for various jobs.

Starting with 2000, the Office of Management and Budget implemented tools, nationally, to avoid disclosure of private data that could be decoded and matched to identify individual respondents.

- General occupational categories from areas with less than 10,000 people must be combined with like categories of adjacent areas so that the aggregate surpasses the 10,000 figure.
- Data on detailed occupational categories for an area are not disclosed until the area is aggregated with neighboring areas and contain no less than 50,000 people. In Iowa, there will be 34 such “County Sets” as depicted on the map on Page vi. Individual county data are available only for the eight Iowa counties meeting this population requirement: Black Hawk, Clinton, Dubuque, Johnson, Linn, Polk, Scott, and Story.
- No information can be revealed for areas with less than 50,000 people by subtracting one geographic subset from a larger subset. For example, data for Cedar Rapids is not available because subtracting its counts from those of Linn County would reveal counts from an area with less than 50,000.

For a detailed explanation of these changes, click the following link:
[Census 2000 Special EEO Tabulation - Protecting Privacy.](#)

For FAQs, click on:
[Frequently Asked Questions about the Special EEO Tabulation.](#)

For **technical assistance** in preparing affirmative action plans and compliance requirements, please contact: John Herz, Office of Federal Contract Compliance Programs, Employment Standards Administration, Hruska Federal Courthouse, 111 S 18th Plaza Ste 2231, Omaha, NE 68102, PH: **(402) 221-3381**, Web: <http://www.dol.gov/esa/ofccp>.

Any questions concerning the posted data should be directed to Iowa Workforce Development, Labor Market Information Bureau by calling (515) 281-5116 or by emailing iwd.lmi@iwd.state.ia.us.