

When reviewing mobility data based on gender over the 2006-10 review period, males represented 9.4% of the advancements. On average, the total percentage of male employees for this timeframe was 15.9%. When analyzing the gender data, one explanation for this difference is the two EEO categories with the highest percentage of male employees (craft workers and officials/managers) have more limited advancement opportunities. When analyzing the mobility related to promotions, males represented 27.8% of these advancements and minority or disabled employees represented 5.5%, which are both at a rate above their availability in the employee population.)

As a result of this analysis, no problem areas or barriers to equal opportunity have been identified.

### Vacancy Analysis

In addition to local demographics, vacancy analysis is another consideration in the adoption of numerical goals. The vacancies for the past two years were examined by employee group. Projected vacancies for the next two years were based on the average number of vacancies per year over the past five-year period.

### Quantitative Analysis: Progress toward Reaching 2008-10 Numerical Goals

The table below depicts the Numerical Goals that had been established in the 2008-10 EEO/AA Plan. As indicated in the shaded area, two of the four numerical goals were achieved.

Job Category	Under-Representation	Projected Vacancies Based on 5-Yr Average	2008-10 Numerical Goal	Results	Actual Vacancies	# of Applicants	Applicant Representation
Office/clerical	Ethnic minority, disabled, gender (male)	6	1 ethnic minority, disabled or male	Met	3*	29	1 non-white (3.4%) 0 male (0%) 1 disabled (3.4%) (90% responded) (1 visual)
Professional	Ethnic minority, disabled, gender (male)	46	3 ethnic minority, disabled or male	Met	78	446	5 non-white (1.1%) 84 male (18.8%) 7 disabled (1.6%) (83% responded) (63 visual)
Officials/managers	Ethnic minority & disabled	4	1 ethnic minority or disabled	Not met	7	71	0 non-white (0%) 28 male (39.4%) 0 disabled (0%) (97% responded) (3 visual)
Technicians	Ethnic minority & disabled	32	2 ethnic minority or disabled	Not met	21	300	18 non-white (6.0%) 47 male (15.7%) 8 disabled (2.7%) (80% responded) (45 visual)

\* 2 of the vacancies were internal postings only