Equal Employment Opportunity Tabulation 2014-2018

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Introduction

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Agenda

• 2014-2018 Equal Employment Opportunity (EEO) Tabulation
  – What is it
  – Who developed it
  – Why is it necessary
  – Why must it be used
  – When will new data need to be used for AAPS
• Navigating the EEO Tabulation
• Frequently Asked Questions
• Resources
What is the New 2014-2018 EEO Tabulation?

- Based off an American Community Survey (ACS) covering the five-year period, 2014-2018.

- Replaces the previous files based off the 2006-2010 ACS.

- The 237 detailed occupations in the tabulation are based on the [2018 Standard Occupational Classification](#).

- Notable differences between the previous and current EEO tabulations include:
  - reduced geographical areas (from 2908 to 2808 areas)
  - reduced census occupation codes (from 488 to 237 codes)
  - updated EEO Tab Race and Ethnicity (Hispanic Origin) Categories
What is the New 2014-2018 EEO Tabulation? cntd. 2

- Hispanic or Latino origin
- Not Hispanic or Latino, one race - White alone
- Not Hispanic or Latino, one race - Black or African American alone
- Not Hispanic or Latino, one race - American Indian and Alaska Native alone
- Not Hispanic or Latino, one race - Asian alone
- Not Hispanic or Latino, one race - Native Hawaiian and Other Pacific Islander alone
- Not Hispanic or Latino – Balance
Who is the EEO Tabulation Developed For?

- Equal Employment Opportunity Commission
- Department of Justice’s Employment Litigation
- Department of Labor’s Office of Federal Contract Compliance Programs
- Office of Personnel Management
Why does the Census Bureau produce the Equal Employment Opportunity Tabulation?

• Produces the EEO Tabulation for Federal agencies responsible for monitoring employment practices and enforcing civil rights laws

• EEO Tabulation is the primary external benchmark for conducting comparisons between the racial, ethnic, and gender composition of each employer's workforce to its available labor market.
Why must contractors use the EEO Tabulation?

- Used in development of availability analyses for EO 11246 AAPs.

- The purpose of the availability analysis is to show the percentage of qualified minorities and females in various job categories who are available in the locations where a federal contractor recruits.

- The contractor must compare the utilization of minorities and women in each job group with their estimated availability and identify job groups where the percentage employed is less than would be reasonably expected, given their availability.

- If the contractor is "underutilized" they must establish placement goals.
### OFCCP Resources for Federal Contractors Determining Availability: Census EEO Tabulation

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td>Minority</td>
<td>Female</td>
<td>Minority</td>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area</td>
<td>18.4%</td>
<td>40.2%</td>
<td>10%</td>
<td>1.84%</td>
<td>4.02%</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>20.1%</td>
<td>44.6%</td>
<td>90%</td>
<td>18.09%</td>
<td>40.14%</td>
</tr>
<tr>
<td>Totals:</td>
<td></td>
<td></td>
<td>100%</td>
<td>19.93%</td>
<td>44.16%</td>
</tr>
</tbody>
</table>
When will OFCCP require the new data be used?


- OFCCP will require that federal contractors use the new data for the development of AAPs on or after January 1, 2022
EEO 2014-2018 Tabulation Documentation

Access EEO Tab Documentation

Detailed occupation classifications and crosswalks between major classification systems

Census Bureau geographical classification overview and detailed listings under each geo types (county, MSA/CBMA, county sets, places etc.)
Understanding ACS EEO Table ID Codes

**EEO-ALL01W** - Occupation by Sex and Race/Ethnicity for Worksite Geography

- **EEO** = Equal Employment Opportunity Tabulation
- **ALL** = Includes data for both citizens and non-citizens
- **##** = Table set number 01-14
- **W** = Worksite/Commuting flows data
- Or **R** = Residence data

Step 1 – Select a Table

- **EEO-ALL01W** - Occupation by Worksite
- **EEO-ALL01R** – Occupation by Residence
How to access EEO Tab full data sets through FTP Site

Access FTP Site

- Whole EEO tables in .csv format either by geographic area, or geographic areas within states (each state with its own folder)
How to access EEO Tab online Search Tool – Step 1

Access Online Search Tool

Step 1: Select a Table.

“Occupation by Sex and Race/Ethnicity for Worksite Geography” is often the Table to use.
EEO Tab Online Search Step 2 - Select Geography Type

Select the geography most appropriate:
1. Nation
2. State
3. County
4. Place
5. Metropolitan / Micropolitan Statistical Area

Selected Table: EEO-ALL01W
EEO Tab Online Search Step 3 – Select Geographic Location

Select the Metropolitan Statistical Area or CBMSA from the pull down menu

View ALL occupations located in the selected geography
EEO Tab Online Search Step 4 – Select Occupation Search Method

- Use **Quick Search**, if you know the precise occupation title
- Use **Detailed Search** if one is unsure of the exact title or wants a list of title to select from
EEO Tab Online Search Step 5 – Occupation Quick Search

Quick Search key word “Construction”

Search results with 7 occupation titles
EEO Tab Online Search Step 6 – Occupation Detailed Search

- Select Detailed Search Method

- Detailed Search method is preferred when the exact occupation title is unknown or one needs a list of occupations to choose from

- Type in the key word “Construction”

- A list of 7 occupations containing “Construction” displays
Tab Online Search Step 7 – Display a Subset of Search Results

- Hold the Ctrl key while clicking multiple rows
- 3 out of 7 “Construction” occupations are selected
- Only 3 occupation tabs remain
EEO Tab Online Search Step 8 – Record the availability information in SAT (statistical availability tool)

Occupation title and Occupation code
• 2018 Standard Occupation Classification (SOC) Code, or
• 2014-2018 Census EEO Occupation Code (EEO-1 Job Category)

Clear any key words in Quick and Detailed Search fields before a new search

Click through tabs to see all occupations from search results
EEO Tab Online Search Step 9 – Optional: Save Search Results to an Excel Workbook

Search results downloaded and saved to PC Excel workbook
EEO TAB ONLINE SEARCH - LIVE DEMONSTRATION
Limitations of the New EEO Occupation Tables

- A fair number of geographies are suppressed to prevent information disclosure.
- The EEO occupation classification is broader, not as detailed as before. The impact is on all geographies, county, MSA, State and Nation.
- Hispanic race groups are combined together as one race group.
- Only EEO tabs available are by where people work, reside, or citizenship, not by skill level, job qualification or education.
Frequently Asked Questions

• Do contractors have to re-calculate placement goals?

• What are some interim workarounds for MSA data that is not available in the new EEO Tabulation data?

• How do we find a specific occupation code or other subset not found in the new microdata?
FAQs from Census EEO Tabulation Main Page

Access EEO Tab FAQ page from Main Page

Click on “FAQs” to access more than 45 FAQ’s.
Resources

- **Geography lookup tool**, counties of a state, counties within MSAs, or MSA names etc. at Missouri Census Data Center website (https://mcdc.missouri.edu/applications/geocodes/)
- **SOC code** lookup tool, (https://siccode.com/soc-code-lookup-directory)
- **2018 census data and directive guidance** (https://www.dol.gov/agencies/ofccp/census-data)
- **Access FTP Site** (https://www2.census.gov/EEO_2014_2018/)
- **Access Online Search Tool** (https://www.census.gov/acs/www/data/eeo-data/eeo-tables-2018/)
- **Access EEO Tab FAQ page from Main Page** (https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html)
QUESTIONS
Thank you for participating.

dol.gov/agencies/ofccp