

2014 ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT RACIAL/ETHNIC MINORITIES AND FEMALES

Contractor "peak" workforce data and trends

The following data was derived from 1391 reports of participating contractors for the annual 2010 through 2014 reporting periods. The workforce data reflect one peak work week for highway contractors during the most active time of the season, the last full week of July. The summary data on pages 3 and 4 was compiled by the Iowa Department of Transportation's civil rights staff from the 1391 reports received. Interesting changes and trends are addressed in this written analysis.

Analysis of submittal of 1391 reports

First notice letters were sent on July 22, 2014 to contractors with work on Iowa DOT-let projects. In addition, on August 5, 2014, second notices were sent out to those who did not respond to the first letter. Lastly, on August 20, 2014, third notices were sent out to those who did not respond to the first two letters.

Racial/Ethnic minority male employed analysis

Overall the racial/ethnic minority males increased from a participation rate of 21.93 percent to 22.12 percent in the trade job categories when compared to the 2010 report period. Closer analysis shows advances were made by racial/ethnic minority males in all job classifications, where employed, with the exceptions of equipment operators Group D, electricians and painters. There was no change in pipefitters and plumbers; this group has remained at zero participation. Minority males have decreased from a participation rate of 69.23 percent to 58.82 percent for on-the-job-trainees trade job categories in comparison to the 2010 report period. Lastly, minority males have continued to decrease from a participation rate of 20.00 percent to 15.00 percent in apprentice categories in comparison to the 2010 report period.

American Indians and Alaskan Natives, who presently participate at a rate of 0.54 percent, showed an increase from 0.35 percent as reported in 2010.

Asians or Pacific Islanders with a present participation rate of 0.15 percent, showed a slightly decreased of 0.04 percent in their participation rates when compared to the 0.19 percent from the 2010 report period.

Black Americans employed among the trade categories for this report period have shown a slight decreased presence within the workforce with a participation rate of 2.46 percent in 2010 to 2.28 percent in 2014.

Hispanic/Latinos employed among the trade categories for this report period have shown a decrease within the workforce participation rate from 18.67 percent in 2010 to 17.71 percent in 2014.

Female employed analysis

Overall, women experienced an increase from a participation rate of 3.95 percent to 7.48 percent in the trade job categories when compared to the 2010 report period. Closer analysis shows no growth for *minority* females in a majority of the categories, including in the apprentice category. But women showed a decreased from a participation rate of 16.67 percent to 12.50 percent in on-the-job trainee categories, in comparison to the 2010 report period. The clerical, officials, supervisors, and foremen/forewomen are not included in this report because they are not trade job categories.

Work plan - action items planned for next year

1. Program management

Our major goal is for contractors to achieve compliance with their contractual EEO/AA obligations while retaining continuity and a sense of cooperation with the Iowa DOT.

This office will continue its programmatic relationship with Eastern Iowa Community College. This college has targeted and has been successful in recruiting and training of females and minorities in the area of truck driving. In addition, the Iowa DOT is continuing an On-the-Job Training Supportive Services program with Hawkeye Community College that encourages women and minorities to be trained in heavy highway equipment operation.

A second area of emphasis will be for our compliance officers to review through desk audits, and home office visits if needed, with a goal of 20 contractors, by utilizing all information available to Iowa DOT staff (e.g., contracts awarded, field personnel knowledge of the contractors and subcontractors, and known past practices of the contractors and subcontractors).

The third area is for Iowa DOT staff to continue providing contractors with supportive services regarding their EEO/AA obligations and the most effective manner(s) to address their EEO/AA obligations.

2. Withholding of progress payments

There are none anticipated at this time.

3. EEO complaints against contractors

There were no complaints filed with the Iowa DOT.

4. Field compliance activities

Iowa DOT field staff will continue to work with the field regarding compliance of prime contractors' bulletin boards on each job site.

MINORITY MALE REPRESENTATION IN TRADE CATAGORIES (ANNUAL COMPARISON)

						2010-2014
JOB CATEGORIES	2010	2011	2012	2013	2014	% Changes
Equip. Op. Group A	5.29%	6.79%	5.88%	8.77%	10.39%	5.10%
Equip. Op. Group B	13.26%	14.93%	14.42%	13.36%	17.38%	4.12%
Equip. Op. Group C	14.29%	19.08%	14.42%	20.16%	29.03%	14.75%
Equip. Op. Group D	20.69%	23.53%	17.65%	19.23%	18.18%	-2.51%
Mechanics	3.45%	5.48%	4.41%	1.67%	5.41%	1.96%
Truck Drivers	7.30%	9.79%	11.76%	10.32%	13.08%	5.78%
Ironworkers	28.57%	56.82%	68.75%	33.33%	20.00%	-8.57%
Carpenters	9.78%	13.40%	3.70%	16.22%	30.26%	20.48%
Cement Masons	58.44%	60.17%	59.85%	66.45%	72.03%	13.59%
Electricians	9.26%	8.57%	8.57%	1.25%	0.00%	-9.26%
Pipefitters, Plumbers	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%
Painters	50.00%	0.00%	63.64%	40.00%	0.00%	-50.00%
Laborers Group A	32.89%	27.85%	25.36%	34.51%	37.54%	4.66%
Laborers Group B	35.75%	32.82%	35.90%	34.92%	37.82%	2.07%
Laborers Group C	20.35%	24.51%	20.35%	22.02%	26.55%	6.20%
Total Employees	21.93%	22.17%	22.36%	23.77%	22.12%	0.19%
Apprentices	20.00%	11.76%	16.67%	6.67%	15.00%	-5.00%
On the Job Trainees	69.23%	79.17%	93.33%	77.78%	58.82%	-10.41%

MALE ETHNICITY REPRESENTATION – TOTAL EMPLOYEES (ANNUAL COMPARISON)

						2010-2014
ETHNICITY	2010	2011	2012	2013	2014	% Changes
Whites	78.07%	77.83%	77.64%	76.23%	57.35%	-20.72%
Minorities	21.93%	22.17%	22.36%	23.77%	22.12%	0.19%
Blacks	2.46%	2.86%	2.07%	2.15%	2.28%	-0.19%
Hispanics	18.67%	18.70%	19.49%	20.72%	17.71%	-0.96%
Asian	0.19%	0.12%	0.08%	0.13%	0.15%	-0.04%
Native American	0.35%	0.40%	0.46%	0.48%	0.54%	0.19%
Pacific Islander	0.16%	0.00%	0.08%	0.13%	0.07%	-0.08%
More than 2 Races	0.09%	0.09%	0.19%	0.16%	0.24%	0.15%

MINORITY FEMALE REPRESENTATION IN TRADE CATEGORIES (ANNUAL COMPARISON)

JOB CATEGORIES	2010	2011	2012	2013	2014	2010-2014
						% Changes
Equip. Op. Group A	7.69%	11.11%	0.00%	0.00%	0.00%	-7.69%
Equip. Op. Group B	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Equip. Op. Group C	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Equip. Op. Group D	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mechanics	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Truck Drivers	0.00%	0.00%	0.00%	0.00%	5.00%	5.00%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Carpenters	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Cement Masons	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electricians	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pipefitters, Plumbers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Laborers Group A	0.00%	0.00%	11.11%	0.00%	50.00%	50.00%
Laborers Group B	7.14%	6.25%	0.00%	11.11%	5.88%	-1.26%
Laborers Group C	7.27%	16.13%	25.29%	17.19%	19.28%	12.00%
Total Employees	3.95%	10.00%	15.13%	9.63%	7.48%	3.53%
Apprentices	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
On the Job Trainees	16.67%	0.00%	0.00%	0.00%	12.50%	-4.17%

FEMALE ETHNICITY REPRESENTATION - TOTAL EMPLOYEES (ANNUAL COMPARISON)

ETHNICITY	2010	2011	2012	2013	2014	2010-2014
						% Changes
Whites	96.05%	90.00%	84.87%	90.37%	35.05%	-61.01%
Minorities	3.95%	10.00%	15.13%	9.63%	7.48%	3.53%
Blacks	3.29%	8.24%	10.53%	5.93%	3%	-0.49%
Hispanics	0.66%	1.76%	1.32%	2.96%	1%	0.28%
Asian	0.00%	0.00%	0.00%	5.93%	0.00%	0.00%
Native American	1.32%	0.00%	1.97%	0.74%	0.93%	-0.38%
Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
More than 2 Races	0.66%	0.00%	1.32%	0.00%	0.23%	-0.42%

MINORITY REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 MINORITIES	2010% MINORITIES	2011 EE	2011 MINORITIES	2011% MINORITY	2010 v 2011	2012 EE	2012 MINORITIES	2012% MINORITY	2011 v 2012	2013 EE	2013 MINORITIES	2013% MINORITIES	2012 v 2013	2014 EE	2014 MINORITIES	2014% MINORITIES	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	28	5.29%	471	32	6.79%	1.50%	425	25	5.88%	-0.91%	513	45	8.77%	2.89%	510	53	10.39%	1.62%	5.10%
EQUIPMENT OPERATOR GROUP B	264	35	13.26%	288	43	14.93%	1.67%	215	31	14.42%	-0.51%	232	31	13.36%	-1.06%	305	53	17.38%	4.01%	4.12%
EQUIPMENT OPERATOR GROUP C	133	19	14.29%	152	29	19.08%	4.79%	104	15	14.42%	-4.66%	124	25	20.16%	5.74%	124	36	29.03%	8.87%	14.75%
EQUIPMENT OPERATOR GROUP D	29	6	20.69%	17	4	23.53%	2.84%	17	3	17.65%	-5.88%	26	5	19.23%	1.58%	22	4	18.18%	-1.05%	-2.51%
MECHANICS	87	3	3.45%	73	4	5.48%	2.03%	68	3	4.41%	-1.07%	60	1	1.67%	-2.75%	74	4	5.41%	3.74%	1.96%
TRUCK DRIVERS	452	33	7.30%	470	46	9.79%	2.49%	374	44	11.76%	1.98%	436	45	10.32%	-1.44%	474	62	13.08%	2.76%	5.78%
IRONWORKERS	7	2	28.57%	44	25	56.82%	28.25%	16	11	68.75%	11.93%	3	1	33.33%	-35.42%	5	1	20.00%	-13.33%	-8.57%
CARPENTERS	92	9	9.78%	97	13	13.40%	3.62%	54	2	3.70%	-9.70%	74	12	16.22%	12.51%	76	23	30.26%	14.05%	20.48%
CEMENT MASONS	154	90	58.44%	118	71	60.17%	1.73%	132	79	59.85%	-0.32%	152	101	66.45%	6.60%	118	85	72.03%	5.59%	13.59%
ELECTRICIANS	54	5	9.26%	35	3	8.57%	-0.69%	35	3	8.57%	0.00%	80	1	1.25%	-7.32%	18	0	0.00%	-1.25%	-9.26%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	1	12.50%	12.50%	0	0	0.00%	-12.50%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	8	50.00%	12	0	0.00%	-50.00%	11	7	63.64%	63.64%	30	12	40.00%	-23.64%	0	0	0.00%	-40.00%	-50.00%
LABORERS GROUP A	298	98	32.89%	298	83	27.85%	-5.03%	276	70	25.36%	-2.49%	255	88	34.51%	9.15%	285	107	37.54%	3.03%	4.66%
LABORERS GROUP B	937	335	35.75%	969	318	32.82%	-2.94%	713	256	35.90%	3.09%	965	337	34.92%	-0.98%	1010	382	37.82%	2.90%	2.07%
LABORERS GROUP C	113	23	20.35%	204	50	24.51%	4.16%	172	35	20.35%	-4.16%	168	37	22.02%	1.67%	177	47	26.55%	4.53%	6.20%
TOTAL	3165	694	21.93%	3256	722	22.17%	0.25%	2612	584	22.36%	0.18%	3118	741	23.77%	1.41%	4082	903	22.12%	-1.64%	0.19%

APPRENTICES	25	5	20.00%	34	4	11.76%	-8.24%	30	5	16.67%	4.90%	75	5	6.67%	-10.00%	40	6	15.00%	8.33%	-5.00%
ON THE JOB TRAINEES	26	18	69.23%	24	19	79.17%	9.94%	15	14	93.33%	14.17%	18	14	77.78%	-15.56%	34	20	58.82%	-18.95%	-10.41%

FEMALE	2010 EE	2010 MINORITIES	2010% MINORITIES	2011 EE	2011 MINORITIES	2011% MINORITY	2010 v 2011	2012 EE	2012 MINORITIES	2012% MINORITY	2011 v 2012	2013 EE	2013 MINORITIES	2013% MINORITIES	2012 v 2013	2014 EE	2014 MINORITIES	2014% MINORITY	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	1	7.69%	9	1	11.11%	3.42%	5	0	0.00%	-11.11%	10	0	0.00%	0.00%	4	0	0%	0.00%	-7.69%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	1	5%	5.00%	5.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	1	11.11%	11.11%	0	0	0.00%	-11.11%	2	1	50%	50.00%	50.00%
LABORERS GROUP B	14	1	7.14%	16	1	6.25%	-0.89%	7	0	0.00%	-6.25%	18	2	11.11%	11.11%	34	2	6%	-5.23%	-1.26%
LABORERS GROUP C	55	4	7.27%	93	15	16.13%	8.86%	87	22	25.29%	9.16%	64	11	17.19%	-8.10%	83	16	19%	2.09%	12.00%
TOTAL	152	6	3.95%	170	17	10.00%	6.05%	152	23	15.13%	5.13%	135	13	9.63%	-5.50%	428	32	7%	-2.15%	3.53%

APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	1	16.67%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	1	13%	12.50%	-4.17%

BLACK / NON-HISPANIC REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 BLACK	2010% BLACK	2011 EE	2011 BLACK	2011% BLACK	2010 v 2011	2012 EE	2012 BLACK	2012% BLACK	2011 v 2012	2013 EE	2013 BLACK	2013% BLACK	2012 v 2013	2014 EE	2014 BLACK	2014% BLACK	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	8	1.51%	471	3	0.64%	-0.88%	425	4	0.94%	0.30%	513	5	0.97%	0.03%	510	7	1.37%	0.40%	-0.14%
EQUIPMENT OPERATOR GROUP B	264	1	0.38%	288	2	0.69%	0.32%	215	6	2.79%	2.10%	232	5	2.16%	-0.64%	305	9	2.95%	0.80%	2.57%
EQUIPMENT OPERATOR GROUP C	133	1	0.75%	152	0	0.00%	-0.75%	104	0	0.00%	0.00%	124	3	2.42%	2.42%	124	0	0.00%	-2.42%	-0.75%
EQUIPMENT OPERATOR GROUP D	29	1	3.45%	17	0	0.00%	-3.45%	17	0	0.00%	0.00%	26	0	0.00%	0.00%	22	0	0.00%	0.00%	-3.45%
MECHANICS	87	0	0.00%	73	0	0.00%	0.00%	68	0	0.00%	0.00%	60	0	0.00%	0.00%	74	0	0.00%	0.00%	0.00%
TRUCK DRIVERS	452	13	2.88%	470	14	2.98%	0.10%	374	9	2.41%	-0.57%	436	15	3.44%	1.03%	474	20	4.22%	0.78%	1.34%
IRONWORKERS	7	0	0.00%	44	1	2.27%	2.27%	16	0	0.00%	-2.27%	3	0	0.00%	0.00%	5	0	0.00%	0.00%	0.00%
CARPENTERS	92	0	0.00%	97	1	1.03%	1.03%	54	1	1.85%	0.82%	74	0	0.00%	-1.85%	76	2	2.63%	2.63%	2.63%
CEMENT MASONS	154	9	5.84%	118	4	3.39%	-2.45%	132	2	1.52%	-1.87%	152	5	3.29%	1.77%	118	2	1.69%	-1.59%	-4.15%
ELECTRICIANS	54	2	3.70%	35	0	0.00%	-3.70%	35	0	0.00%	0.00%	80	1	1.25%	1.25%	18	0	0.00%	-1.25%	-3.70%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	0	0.00%	12	0	0.00%	0.00%	11	0	0.00%	0.00%	30	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
LABORERS GROUP A	298	7	2.35%	298	6	2.01%	-0.34%	276	9	3.26%	1.25%	255	5	1.96%	-1.30%	285	6	2.11%	0.14%	-0.24%
LABORERS GROUP B	937	26	2.77%	969	22	2.27%	-0.50%	713	8	1.12%	-1.15%	965	14	1.45%	0.33%	1010	22	2.18%	0.73%	-0.60%
LABORERS GROUP C	113	10	8.85%	204	40	19.61%	10.76%	172	15	8.72%	-10.89%	168	14	8.33%	-0.39%	177	25	14.12%	5.79%	5.27%
TOTAL	3165	78	2.46%	3256	93	2.86%	0.39%	2612	54	2.07%	-0.79%	3118	67	2.15%	0.08%	4082	93	2.28%	0.13%	-0.19%
APPRENTICES	25	2	8.00%	34	0	0.00%	-8.00%	30	0	0.00%	0.00%	75	0	0.00%	0.00%	40	6	0.00%	0.00%	-8.00%
ON THE JOB TRAINEES	26	1	3.85%	24	0	0.00%	-3.85%	15	0	0.00%	0.00%	18	0	0.00%	0.00%	34	20	0.00%	0.00%	-3.85%
FEMALE	2010 EE	2010 BLACK	2010% BLACK	2011 EE	2011 BLACK	2011% BLACK	2010 v 2011	2012 EE	2012 BLACK	2012% BLACK	2011 v 2012	2013 EE	2013 BLACK	2013% BLACK	2012 v 2013	2014 EE	2014 BLACK	2014% BLACK	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	0	0.00%	9	0	0.00%	0.00%	5	0	0.00%	0.00%	10	0	0.00%	0.00%	4	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	1	5%	5.00%	5.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0%	0.00%	0.00%
LABORERS GROUP B	14	1	7.14%	16	1	6.25%	-0.89%	7	0	0.00%	-6.25%	18	0	0.00%	0.00%	34	0	0%	0.00%	-7.14%
LABORERS GROUP C	55	4	7.27%	93	13	13.98%	6.71%	87	16	18.39%	4.41%	64	8	12.50%	-5.89%	83	11	13%	0.75%	5.98%
TOTAL	152	5	3.29%	170	14	8.24%	4.95%	152	16	10.53%	2.29%	135	8	5.93%	-4.60%	428	12	3%	-3.12%	-0.49%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	1	16.67%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	0	0%	0.00%	-16.67%

HISPANIC / LATINO REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 HISPANIC	2010% HISPANIC	2011 EE	2011 HISPANIC	2011% HISPANIC	2010 v 2011	2012 EE	2012 HISPANIC	2012% HISPANIC	2011 v 2012	2013 EE	2013 HISPANIC	2013% HISPANIC	2012 v 2013	2014 EE	2014 HISPANIC	2014% HISPANIC	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	20	3.78%	471	27	5.73%	1.95%	425	21	4.94%	-0.79%	513	37	7.21%	2.27%	510	40	7.84%	0.63%	4.06%
EQUIPMENT OPERATOR GROUP B	264	30	11.36%	288	41	14.24%	2.87%	215	23	10.70%	-3.54%	232	23	9.91%	-0.78%	305	39	12.79%	2.87%	1.42%
EQUIPMENT OPERATOR GROUP C	133	18	13.53%	152	28	18.42%	4.89%	104	15	14.42%	-4.00%	124	21	16.94%	2.51%	124	32	25.81%	8.87%	12.27%
EQUIPMENT OPERATOR GROUP D	29	5	17.24%	17	4	23.53%	6.29%	17	3	17.65%	-5.88%	26	5	19.23%	1.58%	22	4	18.18%	-1.05%	0.94%
MECHANICS	87	2	2.30%	73	4	5.48%	3.18%	68	2	2.94%	-2.54%	60	1	1.67%	-1.27%	74	4	5.41%	3.74%	3.11%
TRUCK DRIVERS	452	15	3.32%	470	30	6.38%	3.06%	374	32	8.56%	2.17%	436	27	6.19%	-2.36%	474	41	8.65%	2.46%	5.33%
IRONWORKERS	7	2	28.57%	44	24	54.55%	25.97%	16	11	68.75%	14.20%	3	1	33.33%	-35.42%	5	1	20.00%	-13.33%	-8.57%
CARPENTERS	92	8	8.70%	97	11	11.34%	2.64%	54	1	1.85%	-9.49%	74	11	14.86%	13.01%	76	21	27.63%	12.77%	18.94%
CEMENT MASONS	154	79	51.30%	118	67	56.78%	5.48%	132	77	58.33%	1.55%	152	96	63.16%	4.82%	118	83	70.34%	7.18%	19.04%
ELECTRICIANS	54	2	3.70%	35	3	8.57%	4.87%	35	3	8.57%	0.00%	80	0	0.00%	-8.57%	18	0	0.00%	0.00%	-3.70%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	8	50.00%	12	0	0.00%	-50.00%	11	7	63.64%	63.64%	30	12	40.00%	-23.64%	0	0	0.00%	-40.00%	-50.00%
LABORERS GROUP A	298	89	29.87%	298	76	25.50%	-4.36%	276	60	21.74%	-3.76%	255	81	31.76%	10.03%	285	97	34.04%	2.27%	4.17%
LABORERS GROUP B	937	301	32.12%	969	287	29.62%	-2.51%	713	237	33.24%	3.62%	965	311	32.23%	-1.01%	1010	345	34.16%	1.93%	2.03%
LABORERS GROUP C	113	12	10.62%	204	7	3.43%	-7.19%	172	17	9.88%	6.45%	168	20	11.90%	2.02%	177	16	9.04%	-2.87%	-1.58%
TOTAL	3165	591	18.67%	3256	609	18.70%	0.03%	2612	509	19.49%	0.78%	3118	646	20.72%	1.23%	4082	723	17.71%	-3.01%	-0.96%
APPRENTICES	25	2	8.00%	34	3	8.82%	0.82%	30	5	16.67%	7.84%	75	4	5.33%	-11.33%	40	3	0.00%	-5.33%	-8.00%
ON THE JOB TRAINEES	26	16	61.54%	24	18	75.00%	13.46%	15	14	93.33%	18.33%	18	14	77.78%	-15.56%	34	1	0.00%	-77.78%	-61.54%
FEMALE	2010 EE	2010 HISPANIC	2010% HISPANIC	2011 EE	2011 HISPANIC	2011% HISPANIC	2010 v 2011	2012 EE	2012 HISPANIC	2012% HISPANIC	2011 v 2012	2013 EE	2013 HISPANIC	2013% HISPANIC	2012 v 2013	2014 EE	2014 HISPANIC	2014% HISPANIC	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	1	7.69%	9	1	11.11%	3.42%	5	0	0.00%	-11.11%	10	0	0.00%	0.00%	4	0	0%	0.00%	-7.69%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	0	0%	0.00%	0.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	0	0.00%	0.00%	0	0	0.00%	0.00%	2	1	50%	50.00%	50.00%
LABORERS GROUP B	14	0	0.00%	16	0	0.00%	0.00%	7	0	0.00%	0.00%	18	2	11.11%	11.11%	34	1	3%	-8.17%	2.94%
LABORERS GROUP C	55	0	0.00%	93	2	2.15%	2.15%	87	2	2.30%	0.15%	64	2	3.13%	0.83%	83	2	2%	-0.72%	2.41%
TOTAL	152	1	0.66%	170	3	1.76%	1.11%	152	2	1.32%	-0.45%	135	4	2.96%	1.65%	428	4	1%	-2.03%	0.28%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	1	16.67%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	1	0%	0.00%	-16.67%

AMERICAN INDIAN or ALASKA NATIVE REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 AA/AL N	2010% AA/AL N	2011 EE	2011 AA/AL N	2011% AA/AL N	2010 v 2011	2012 EE	2012 AA/AL N	2012% AA/AL N	2011 v 2012	2013 EE	2013 AA/AL N	2013% AA/AL N	2012 v 2013	2014 EE	2014 AA/AL N	2014% AA/AL N	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	0	0.00%	471	1	0.21%	0.21%	425	0	0.00%	-0.21%	513	2	0.39%	0.39%	510	3	0.59%	0.20%	0.59%
EQUIPMENT OPERATOR GROUP B	264	3	1.14%	288	0	0.00%	-1.14%	215	2	0.93%	0.93%	232	2	0.86%	-0.07%	305	3	0.98%	0.12%	-0.15%
EQUIPMENT OPERATOR GROUP C	133	0	0.00%	152	0	0.00%	0.00%	104	0	0.00%	0.00%	124	1	0.81%	0.81%	124	3	2.42%	1.61%	2.42%
EQUIPMENT OPERATOR GROUP D	29	0	0.00%	17	0	0.00%	0.00%	17	0	0.00%	0.00%	26	0	0.00%	0.00%	22	0	0.00%	0.00%	0.00%
MECHANICS	87	0	0.00%	73	0	0.00%	0.00%	68	1	1.47%	1.47%	60	0	0.00%	-1.47%	74	0	0.00%	0.00%	0.00%
TRUCK DRIVERS	452	2	0.44%	470	1	0.21%	-0.23%	374	2	0.53%	-0.32%	436	1	0.23%	-0.31%	474	0	0.00%	-0.23%	-0.44%
IRONWORKERS	7	0	0.00%	44	0	0.00%	0.00%	16	0	0.00%	0.00%	3	0	0.00%	0.00%	5	0	0.00%	0.00%	0.00%
CARPENTERS	92	1	1.09%	97	0	0.00%	-1.09%	54	0	0.00%	0.00%	74	0	0.00%	0.00%	76	0	0.00%	0.00%	-1.09%
CEMENT MASONS	154	2	1.30%	118	0	0.00%	-1.30%	132	0	0.00%	0.00%	152	0	0.00%	0.00%	118	0	0.00%	0.00%	-1.30%
ELECTRICIANS	54	0	0.00%	35	0	0.00%	0.00%	35	0	0.00%	0.00%	80	0	0.00%	0.00%	18	0	0.00%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	1	12.50%	12.50%	0	0	0.00%	-12.50%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	0	0.00%	12	0	0.00%	0.00%	11	0	0.00%	0.00%	30	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
LABORERS GROUP A	298	1	0.34%	298	1	0.34%	0.00%	276	1	0.36%	0.03%	255	2	0.78%	0.42%	285	2	0.70%	-0.08%	0.37%
LABORERS GROUP B	937	2	0.21%	969	7	0.72%	0.51%	713	5	0.70%	-0.02%	965	6	0.62%	-0.08%	1010	9	0.89%	0.27%	0.68%
LABORERS GROUP C	113	0	0.00%	204	2	0.98%	0.98%	172	1	0.58%	-0.40%	168	1	0.60%	0.01%	177	2	1.13%	0.53%	1.13%
TOTAL	3165	11	0.35%	3256	13	0.40%	0.05%	2612	12	0.46%	0.06%	3118	15	0.48%	0.02%	4082	22	0.54%	0.06%	0.19%
APPRENTICES	25	0	0.00%	34	1	2.94%	2.94%	30	0	0.00%	-2.94%	75	0	0.00%	0.00%	40	1	0.00%	0.00%	0.00%
ON THE JOB TRAINEES	26	1	3.85%	24	1	4.17%	0.32%	15	0	0.00%	-4.17%	18	0	0.00%	0.00%	34	0	0.00%	0.00%	-3.85%
FEMALE	2010 EE	2010 AA/AL N	2010% AA/AL N	2011 EE	2011 AA/AL N	2011% AA/AL N	2010 v 2011	2012 EE	2012 AA/AL N	2012% AA/AL N	2011 v 2012	2013 EE	2013 AA/AL N	2013% AA/AL N	2012 v 2013	2014 EE	2014 AA/AL N	2014% AA/AL N	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	0	0.00%	9	0	0.00%	0.00%	5	0	0.00%	0.00%	10	0	0.00%	0.00%	4	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	0	0%	0.00%	0.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	1	11.11%	11.11%	0	0	0.00%	-11.11%	2	0	0%	0.00%	0.00%
LABORERS GROUP B	14	0	0.00%	16	0	0.00%	0.00%	7	0	0.00%	0.00%	18	0	0.00%	0.00%	34	1	3%	2.94%	2.94%
LABORERS GROUP C	55	2	3.64%	93	0	0.00%	-3.64%	87	2	2.30%	2.30%	64	1	1.56%	-0.74%	83	3	4%	2.05%	-0.02%
TOTAL	152	2	1.32%	170	0	0.00%	-1.32%	152	3	1.97%	1.97%	135	1	0.74%	-1.23%	428	4	1%	0.19%	-0.38%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	0	0.00%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	0	0%	0.00%	0.00%

ASIAN REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 ASIAN	2010% ASIAN	2011 EE	2011 ASIAN	2011% ASIAN	2010 v 2011	2012 EE	2012 ASIAN	2012% ASIAN	2011 v 2012	2013 EE	2013 ASIAN	2013% ASIAN	2012 v 2013	2014 EE	2014 ASIAN	2014% ASIAN	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	0	0.00%	471	1	0.21%	0.21%	425	0	0.00%	-0.21%	513	1	0.19%	0.19%	510	2	0.39%	0.20%	0.39%
EQUIPMENT OPERATOR GROUP B	264	1	0.38%	288	0	0.00%	-0.38%	215	0	0.00%	0.00%	232	0	0.00%	0.00%	305	1	0.33%	0.33%	-0.05%
EQUIPMENT OPERATOR GROUP C	133	0	0.00%	152	0	0.00%	0.00%	104	0	0.00%	0.00%	124	0	0.00%	0.00%	124	1	0.81%	0.81%	0.81%
EQUIPMENT OPERATOR GROUP D	29	0	0.00%	17	0	0.00%	0.00%	17	0	0.00%	0.00%	26	0	0.00%	0.00%	22	0	0.00%	0.00%	0.00%
MECHANICS	87	1	1.15%	73	0	0.00%	-1.15%	68	0	0.00%	0.00%	60	0	0.00%	0.00%	74	0	0.00%	0.00%	-1.15%
TRUCK DRIVERS	452	1	0.22%	470	0	0.00%	-0.22%	374	0	0.00%	0.00%	436	0	0.00%	0.00%	474	0	0.00%	0.00%	-0.22%
IRONWORKERS	7	0	0.00%	44	0	0.00%	0.00%	16	0	0.00%	0.00%	3	0	0.00%	0.00%	5	0	0.00%	0.00%	0.00%
CARPENTERS	92	0	0.00%	97	1	1.03%	1.03%	54	0	0.00%	-1.03%	74	1	1.35%	1.35%	76	0	0.00%	-1.35%	0.00%
CEMENT MASONS	154	0	0.00%	118	0	0.00%	0.00%	132	0	0.00%	0.00%	152	0	0.00%	0.00%	118	0	0.00%	0.00%	0.00%
ELECTRICIANS	54	1	1.85%	35	0	0.00%	-1.85%	35	0	0.00%	0.00%	80	0	0.00%	0.00%	18	0	0.00%	0.00%	-1.85%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	0	0.00%	12	0	0.00%	0.00%	11	0	0.00%	0.00%	30	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
LABORERS GROUP A	298	0	0.00%	298	0	0.00%	0.00%	276	0	0.00%	0.00%	255	0	0.00%	0.00%	285	0	0.00%	0.00%	0.00%
LABORERS GROUP B	937	2	0.21%	969	2	0.21%	-0.01%	713	2	0.28%	0.07%	965	1	0.10%	-0.18%	1010	0	0.00%	-0.10%	-0.21%
LABORERS GROUP C	113	0	0.00%	204	0	0.00%	0.00%	172	0	0.00%	0.00%	168	1	0.60%	0.60%	177	2	1.13%	0.53%	1.13%
TOTAL	3165	6	0.19%	3256	4	0.12%	-0.07%	2612	2	0.08%	-0.05%	3118	4	0.13%	0.05%	4082	6	0.15%	0.02%	-0.04%
APPRENTICES	25	1	4.00%	34	0	0.00%	-4.00%	30	0	0.00%	0.00%	75	1	1.33%	1.33%	40	1	0.00%	-1.33%	-4.00%
ON THE JOB TRAINEES	26	0	0.00%	24	0	0.00%	0.00%	15	0	0.00%	0.00%	18	0	0.00%	0.00%	34	0	0.00%	0.00%	0.00%
FEMALE	2010 EE	2010 ASIAN	2010% ASIAN	2011 EE	2011 ASIAN	2011% ASIAN	2010 v 2011	2012 EE	2012 ASIAN	2012% ASIAN	2011 v 2012	2013 EE	2013 ASIAN	2013% ASIAN	2012 v 2013	2014 EE	2014 ASIAN	2014% ASIAN	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	0	0.00%	9	0	0.00%	0.00%	5	0	0.00%	0.00%	10	0	0.00%	0.00%	4	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	0	0%	0.00%	0.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0%	0.00%	0.00%
LABORERS GROUP B	14	0	0.00%	16	0	0.00%	0.00%	7	0	0.00%	0.00%	18	0	0.00%	0.00%	34	0	0%	0.00%	0.00%
LABORERS GROUP C	55	0	0.00%	93	0	0.00%	0.00%	87	0	0.00%	0.00%	64	8	12.50%	12.50%	83	0	0%	-12.50%	0.00%
TOTAL	152	0	0.00%	170	0	0.00%	0.00%	152	0	0.00%	0.00%	135	8	5.93%	5.93%	428	0	0%	-5.93%	0.00%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	0	0.00%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	0	0%	0.00%	0.00%

NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 NH/PI	2010% NH/PI	2011 EE	2011 NH/PI	2011% NH/PI	2010 v 2011	2012 EE	2012 NH/PI	2012% NH/PI	2011 v 2012	2013 EE	2013 NH/PI	2013% NH/PI	2012 v 2013	2014 EE	2014 NH/PI	2014% NH/PI	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	0	0.00%	471	0	0.00%	0.00%	425	0	0.00%	0.00%	513	0	0.00%	0.00%	510	0	0.00%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	264	0	0.00%	288	0	0.00%	0.00%	215	0	0.00%	0.00%	232	1	0.43%	0.43%	305	0	0.00%	-0.43%	0.00%
EQUIPMENT OPERATOR GROUP C	133	0	0.00%	152	0	0.00%	0.00%	104	0	0.00%	0.00%	124	0	0.00%	0.00%	124	0	0.00%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	29	0	0.00%	17	0	0.00%	0.00%	17	0	0.00%	0.00%	26	0	0.00%	0.00%	22	0	0.00%	0.00%	0.00%
MECHANICS	87	1	1.15%	73	0	0.00%	-1.15%	68	0	0.00%	0.00%	60	0	0.00%	0.00%	74	0	0.00%	0.00%	-1.15%
TRUCK DRIVERS	452	0	0.00%	470	0	0.00%	0.00%	374	0	0.00%	0.00%	436	1	0.23%	0.23%	474	0	0.00%	-0.23%	0.00%
IRONWORKERS	7	0	0.00%	44	0	0.00%	0.00%	16	0	0.00%	0.00%	3	0	0.00%	0.00%	5	0	0.00%	0.00%	0.00%
CARPENTERS	92	0	0.00%	97	0	0.00%	0.00%	54	0	0.00%	0.00%	74	0	0.00%	0.00%	76	0	0.00%	0.00%	0.00%
CEMENT MASONS	154	0	0.00%	118	0	0.00%	0.00%	132	0	0.00%	0.00%	152	0	0.00%	0.00%	118	0	0.00%	0.00%	0.00%
ELECTRICIANS	54	0	0.00%	35	0	0.00%	0.00%	35	0	0.00%	0.00%	80	0	0.00%	0.00%	18	0	0.00%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	0	0.00%	12	0	0.00%	0.00%	11	0	0.00%	0.00%	30	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
LABORERS GROUP A	298	1	0.34%	298	0	0.00%	-0.34%	276	0	0.00%	0.00%	255	0	0.00%	0.00%	285	0	0.00%	0.00%	-0.34%
LABORERS GROUP B	937	3	0.32%	969	0	0.00%	-0.32%	713	2	0.28%	0.28%	965	2	0.21%	-0.07%	1010	3	0.30%	0.09%	-0.02%
LABORERS GROUP C	113	0	0.00%	204	0	0.00%	0.00%	172	0	0.00%	0.00%	168	0	0.00%	0.00%	177	0	0.00%	0.00%	0.00%
TOTAL	3165	5	0.16%	3256	0	0.00%	-0.16%	2612	2	0.08%	0.08%	3118	4	0.13%	0.05%	4082	3	0.07%	-0.05%	-0.08%
APPRENTICES	25	0	0.00%	34	0	0.00%	0.00%	30	0	0.00%	0.00%	75	0	0.00%	0.00%	40	0	0.00%	0.00%	0.00%
ON THE JOB TRAINEES	26	0	0.00%	24	0	0.00%	0.00%	15	0	0.00%	0.00%	18	0	0.00%	0.00%	34	1	0.00%	0.00%	0.00%
FEMALE	2010 EE	2010 NH/PI	2010% NH/PI	2011 EE	2011 NH/PI	2011% NH/PI	2010 v 2011	2012 EE	2012 NH/PI	2012% NH/PI	2011 v 2012	2013 EE	2013 NH/PI	2013% NH/PI	2012 v 2013	2014 EE	2014 NH/PI	2014% NH/PI	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	0	0.00%	9	0	0.00%	0.00%	5	0	0.00%	0.00%	10	0	0.00%	0.00%	4	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	0	0%	0.00%	0.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0%	0.00%	0.00%
LABORERS GROUP B	14	0	0.00%	16	0	0.00%	0.00%	7	0	0.00%	0.00%	18	0	0.00%	0.00%	34	0	0%	0.00%	0.00%
LABORERS GROUP C	55	0	0.00%	93	0	0.00%	0.00%	87	0	0.00%	0.00%	64	0	0.00%	0.00%	83	0	0%	0.00%	0.00%
TOTAL	152	0	0.00%	170	0	0.00%	0.00%	152	0	0.00%	0.00%	135	0	0.00%	0.00%	428	0	0%	0.00%	0.00%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	0	0.00%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	0	0%	0.00%	0.00%

TWO OR MORE RACES REPRESENTATION IN TRADE CATEGORIES

MALE	2010 EE	2010 TWO or MORE RACES	2010% TWO or MORE RACES	2011 EE	2011 TWO or MORE RACES	2011% TWO or MORE RACES	2010 v 2011	2012 EE	2012 TWO or MORE RACES	2012% TWO or MORE RACES	2011 v 2012	2013 EE	2013 TWO or MORE RACES	2013% TWO or MORE RACES	2012 v 2013	2014 EE	2014 TWO or MORE RACES	2014% TWO or MORE RACES	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	529	0	0.00%	471	0	0.00%	0.00%	425	0	0.00%	0.00%	513	0	0.00%	0.00%	510	1	0.20%	0.20%	0.20%
EQUIPMENT OPERATOR GROUP B	264	0	0.00%	288	0	0.00%	0.00%	215	0	0.00%	0.00%	232	0	0.00%	0.00%	305	1	0.33%	0.33%	0.33%
EQUIPMENT OPERATOR GROUP C	133	0	0.00%	152	1	0.66%	0.66%	104	0	0.00%	-0.66%	124	0	0.00%	0.00%	124	0	0.00%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	29	0	0.00%	17	0	0.00%	0.00%	17	0	0.00%	0.00%	26	0	0.00%	0.00%	22	0	0.00%	0.00%	0.00%
MECHANICS	87	1	1.15%	73	0	0.00%	-1.15%	68	0	0.00%	0.00%	60	0	0.00%	0.00%	74	0	0.00%	0.00%	-1.15%
TRUCK DRIVERS	452	0	0.00%	470	1	0.21%	0.21%	374	1	0.27%	0.05%	436	1	0.23%	-0.04%	474	1	0.21%	-0.02%	0.21%
IRONWORKERS	7	0	0.00%	44	0	0.00%	0.00%	16	0	0.00%	0.00%	3	0	0.00%	0.00%	5	0	0.00%	0.00%	0.00%
CARPENTERS	92	0	0.00%	97	0	0.00%	0.00%	54	0	0.00%	0.00%	74	0	0.00%	0.00%	76	0	0.00%	0.00%	0.00%
CEMENT MASONS	154	0	0.00%	118	0	0.00%	0.00%	132	0	0.00%	0.00%	152	0	0.00%	0.00%	118	0	0.00%	0.00%	0.00%
ELECTRICIANS	54	0	0.00%	35	0	0.00%	0.00%	35	0	0.00%	0.00%	80	0	0.00%	0.00%	18	0	0.00%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	8	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
PAINTERS	16	0	0.00%	12	0	0.00%	0.00%	11	0	0.00%	0.00%	30	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%
LABORERS GROUP A	298	0	0.00%	298	0	0.00%	0.00%	276	0	0.00%	0.00%	255	0	0.00%	0.00%	285	2	0.70%	0.70%	0.70%
LABORERS GROUP B	937	1	0.11%	969	0	0.00%	-0.11%	713	2	0.28%	0.28%	965	3	0.31%	0.03%	1010	3	0.30%	-0.01%	0.19%
LABORERS GROUP C	113	1	0.88%	204	1	0.49%	-0.39%	172	2	1.16%	0.67%	168	1	0.60%	-0.57%	177	2	1.13%	0.53%	0.24%
TOTAL	3165	3	0.09%	3256	3	0.09%	0.00%	2612	5	0.19%	0.10%	3118	5	0.16%	-0.03%	4082	10	0.24%	0.08%	0.15%
APPRENTICES	25	0	0.00%	34	0	0.00%	0.00%	30	0	0.00%	0.00%	75	0	0.00%	0.00%	40	6	0.00%	0.00%	0.00%
ON THE JOB TRAINEES	26	0	0.00%	24	0	0.00%	0.00%	15	0	0.00%	0.00%	18	0	0.00%	0.00%	34	20	0.00%	0.00%	0.00%

FEMALE	2010 EE	2010 TWO or MORE RACES	2010% TWO or MORE RACES	2011 EE	2011 TWO or MORE RACES	2011% TWO or MORE RACES	2010 v 2011	2012 EE	2012 TWO or MORE RACES	2012% TWO or MORE RACES	2011 v 2012	2013 EE	2013 TWO or MORE RACES	2013% TWO or MORE RACES	2012 v 2013	2014 EE	2014 TWO or MORE RACES	2014% TWO or MORE RACES	2013 v 2014	2010-2014 CHANGE IN PERCENTAGES
EQUIPMENT OPERATOR GROUP A	13	0	0.00%	9	0	0.00%	0.00%	5	0	0.00%	0.00%	10	0	0.00%	0.00%	4	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP B	16	0	0.00%	9	0	0.00%	0.00%	13	0	0.00%	0.00%	10	0	0.00%	0.00%	11	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP C	14	0	0.00%	14	0	0.00%	0.00%	6	0	0.00%	0.00%	9	0	0.00%	0.00%	12	0	0%	0.00%	0.00%
EQUIPMENT OPERATOR GROUP D	3	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0.00%	0.00%	3	0	0%	0.00%	0.00%
MECHANICS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
TRUCK DRIVERS	28	0	0.00%	24	0	0.00%	0.00%	23	0	0.00%	0.00%	21	0	0.00%	0.00%	20	1	5%	5.00%	5.00%
IRONWORKERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
CARPENTERS	1	0	0.00%	2	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0%	0.00%	0.00%
CEMENT MASONS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
ELECTRICIANS	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PIPEFITTERS, PLUMBERS	0	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
PAINTERS	0	0	0.00%	1	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0%	0.00%	0.00%
LABORERS GROUP A	8	0	0.00%	2	0	0.00%	0.00%	9	0	0.00%	0.00%	0	0	0.00%	0.00%	2	0	0%	0.00%	0.00%
LABORERS GROUP B	14	0	0.00%	16	0	0.00%	0.00%	7	0	0.00%	0.00%	18	0	0.00%	0.00%	34	0	0%	0.00%	0.00%
LABORERS GROUP C	55	1	1.82%	93	0	0.00%	-1.82%	87	2	2.30%	2.30%	64	0	0.00%	-2.30%	83	0	0%	0.00%	-1.82%
TOTAL	152	1	0.66%	170	0	0.00%	-0.66%	152	2	1.32%	1.32%	135	0	0.00%	-1.32%	428	1	0%	0.23%	-0.42%
APPRENTICES	0	0	0.00%	0	0	0.00%	0.00%	1	0	0.00%	0.00%	1	0	0.00%	0.00%	5	0	0%	0.00%	0.00%
ON THE JOB TRAINEES	6	0	0.00%	6	0	0.00%	0.00%	5	0	0.00%	0.00%	3	0	0.00%	0.00%	8	0	0%	0.00%	0.00%

