

County of Orange Employment Statistics

This year we provide our employment statistics in a different format than previously.

Early this year, we were required by the U.S. Department of Justice (DOJ) to prepare a countywide Equal Employment Opportunity Plan (EEOP) in conjunction with a grant award. Please find attached a copy of our County of Orange Utilization Analysis Chart that was prepared as part of the EEOP we submitted to DOJ.

This chart is similar to the charts we have provided in prior years because workforce information for our organization - County of Orange - is presented by sex and race within EEO reporting category. However, an added feature this year is CLS (Community Labor Statistics) and Utilization Number/Percentage data that lets us know how our workforce composition compares with the Orange County, California Relevant Labor Market.

For example when we look at Officials/Administrators (White male) the County of Orange is underutilized by 15% when compared to white male representation in the Relevant Labor Market. So this is a job category where we need to increase our outreach to ensure equal employment opportunity.

Another change is that unlike prior years we have not included utilization analyses charts for individual Agency/Departments. However, we can provide these by request should the need arise.

As always, thank you for supporting equal employment opportunity at County of Orange.

County of Orange Utilization Analysis Chart - 2008
Relevant Labor Market: Orange County, California

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	412/33%	62/5%	18/1%	1/0%	44/4%	7/1%	14/1%	409/33%	104/8%	32/3%	4/0%	95/8%	18/1%	18/1%
CLS #/%	118,680/48%	16,855/7%	2,045/1%	470/0%	18,595/8%	245/0%	2,185/1%	62,840/25%	11,525/5%	1,510/1%	350/0%	10,285/4%	215/0%	1,090/0%
Utilization #/%	-15%	-2%	1%	-0%	-4%	0%	0%	8%	4%	2%	0%	4%	1%	1%
Professionals														
Workforce #/%	901/19%	310/7%	58/1%	4/0%	251/5%	59/1%	50/1%	1479/31%	707/15%	137/3%	7/0%	501/11%	116/2%	126/3%
CLS #/%	99,285/36%	11,830/4%	2,170/1%	410/0%	27,360/10%	230/0%	1,975/1%	92,225/33%	14,290/5%	2,400/1%	455/0%	21,770/8%	230/0%	1,575/1%
Utilization #/%	-17%	2%	0%	-0%	-5%	1%	0%	-2%	10%	2%	-0%	3%	2%	2%
Technicians														
Workforce #/%	452/17%	291/11%	31/1%	6/0%	174/7%	42/2%	26/1%	476/18%	730/28%	63/2%	3/0%	256/10%	38/1%	48/2%
CLS #/%	6,255/26%	2,105/9%	300/1%	40/0%	3,225/14%	50/0%	280/1%	6,740/28%	1,655/7%	345/1%	35/0%	2,465/10%	30/0%	185/1%
Utilization #/%	-9%	2%	-0%	0%	-7%	1%	-0%	-10%	21%	1%	-0%	-1%	1%	1%
Protective Services: Sworn														
Workforce #/%	1167/63%	323/17%	55/3%	8/0%	71/4%	9/0%	2/0%	156/8%	42/2%	6/0%	1/0%	12/1%	1/0%	0/0%
CLS #/%	11,460/57%	3,315/17%	430/2%	125/1%	1,350/7%	80/0%	295/1%	1,960/10%	745/4%	75/0%	15/0%	105/1%	0/0%	55/0%
Utilization #/%	6%	1%	1%	-0%	-3%	0%	-1%	-1%	-1%	-0%	-0%	0%	0%	-0%
Protective Services: Non-sworn														
Workforce #/%	203/50%	93/23%	13/3%	0/0%	19/5%	3/1%	1/0%	38/9%	31/8%	4/1%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	500/40%	110/9%	0/0%	15/1%	10/1%	4/0%	4/0%	370/29%	210/17%	4/0%	0/0%	30/2%	4/0%	0/0%
Utilization #/%	10%	14%	3%	-1%	4%	0%	-0%	-20%	-9%	1%	0%	-2%	-0%	0%
Administrative Support														
Workforce #/%	387/7%	566/10%	81/1%	3/0%	207/4%	71/1%	39/1%	1352/24%	1857/33%	189/3%	11/0%	548/10%	142/3%	153/3%
CLS #/%	84,815/23%	31,095/8%	2,880/1%	490/0%	16,925/5%	450/0%	2,275/1%	146,300/39%	50,590/14%	4,245/1%	1,005/0%	26,630/7%	870/0%	2,985/1%
Utilization #/%	-16%	2%	1%	-0%	-1%	1%	0%	-15%	20%	2%	-0%	3%	2%	2%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Skilled Craft														
Workforce #/%	206/53%	135/34%	5/1%	1/0%	13/3%	7/2%	3/1%	7/2%	10/3%	3/1%	0/0%	2/1%	0/0%	0/0%
CLS #/%	50,610/45%	36,825/33%	1,090/1%	365/0%	10,945/10%	460/0%	1,315/1%	3,065/3%	3,530/3%	70/0%	25/0%	3,160/3%	10/0%	150/0%
Utilization #/%	7%	1%	0%	-0%	-6%	1%	-0%	-1%	-1%	1%	-0%	-2%	-0%	-0%
Service/Maintenance														
Workforce #/%	207/27%	293/38%	37/5%	4/1%	38/5%	9/1%	4/1%	77/10%	64/8%	11/1%	2/0%	12/2%	2/0%	6/1%
CLS #/%	61,680/19%	109,745/33%	2,750/1%	575/0%	20,815/6%	705/0%	2,065/1%	44,060/13%	66,345/20%	1,265/0%	495/0%	20,010/6%	415/0%	1,375/0%
Utilization #/%	8%	5%	4%	0%	-1%	1%	-0%	-3%	-12%	1%	0%	-4%	0%	0%