

New Census Data

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SCOPE AND USAGE OF THE INFORMATION

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AGENDA

- 2014-2018 ACS Tabulation Overview
- What Has Changed
- Comparison of Demographic Data from 2006-2010 to 2014-2018 for Select Census Codes
- What You Should Consider Before Using the New Data
- Other Options for AAP Development
- Takeaways

SETTING THE STAGE

EEO TABULATION OVERVIEW

EEO TABULATION DATA

- American Community Survey – Ongoing survey by the Census Bureau that gathers information on ancestry, education, disability, employment, housing, etc.
- EEO Tabulation – data on race/ethnicity, sex by census occupation code and geographical area
- Latest data released by the United States Census Bureau ([link](#)) on March 4, 2021. Previous: 2006-2010 EEO Tabulation – required for AAPs since January 1, 2014

WHY IS THE DATA IMPORTANT?

- The EEO Tabulation is used as a benchmark for comparisons between the racial, ethnic, and sex composition of a company's workforce to the available labor market.
- Contractors use the EEO Tabulations as part of their availability analyses for their Affirmative Action Plans (AAPs).
- OFCCP has sometimes compared the contractor's external availability projection with applicant flow to evaluate good faith outreach efforts
- OFCCP also may substitute a contractor's availability data for applicant flow if it believes that the applicant flow is flawed.

EEO 2014-2018 TABULATION

- Occupation Codes provide a way to categorize the data based on types of jobs
 - The 2018 Census Occupation Code List is based on the 2018 SOC and then further refined to create the occupation categories used in the ACS.
 - Census categories may combine more detailed SOC categories.
 - As a method of disclosure avoidance, detailed census categories may be combined with other categories to create the occupation groups.

OFCCP GUIDANCE

Notice for Federal Contractors: Use of the 2014–2018 Census EEO Tabulation Is Required in the Development of Affirmative Action Programs that Commence on or after January 1, 2022

This Office of Federal Contract Compliance Programs (OFCCP) notice informs covered federal contractors that they must begin using the 2014–2018 EEO Tabulation (2018 EEO Tab) to develop all written affirmative action programs (AAPs) that commence on or after January 1, 2022.

On March 2, 2021, the United States Census Bureau released the 2018 EEO Tab to the public. The 2018 EEO Tab replaces the 2006–2010 EEO Tabulation that OFCCP and covered federal contractors currently use.

OFCCP regulations require covered federal supply and service contractors to prepare and maintain AAPs designed to ensure equal employment opportunity. One key requirement of an AAP is the determination of the availability of qualified minorities and women for the contractor's job openings. Availability determinations are used "to establish benchmark[s] against which the demographic composition of the contractor's incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups." 41 CFR 60-2.14(a).

To determine availability, OFCCP requires contractors to "use the most current and discrete statistical information available," which includes "census data, data from local job service offices, and data from colleges or other training institutions." 41 CFR 60-2.14(d). To assist contractors in this task, and because OFCCP uses census data to assess contractors' compliance with its regulations, OFCCP co-sponsored the development of the 2018 EEO Tab as part of a consortium of federal agencies. The consortium of federal agencies consists of OFCCP, the Department of Justice, the Equal Employment Opportunity Commission, and the Office of Personnel Management.

The 2018 EEO Tab provides occupation data by detailed census occupations in four aggregations: EEO Occupational Groups, EEO-1 Job Categories, Federal Sector Job Groups, and State and Local Government Job Groups. Additional characteristics include U.S. citizenship, educational attainment, age, industry, earnings, and unemployment status. The tabulation also provides three geographic types: worksite, residence-to-worksite commuting flow, and residence. Tables are available for one or more of the following geographic summary levels:

- U.S. total
- All states, the District of Columbia, and Puerto Rico
- Core Based Statistical Areas
- Counties
- County sets (counties with residence populations of 50,000 or more or aggregations of counties that together have a population of 50,000 or more)
- Places (Population thresholds of either 50,000 or 100,000 apply to all geographic areas, depending on specific table content)

Contractors must begin using the 2018 EEO Tab to develop all AAPs that commence on or after January 1, 2022. OFCCP will, likewise, begin using the 2018 EEO Tab to evaluate contractors' AAPs commencing on or after January 1, 2022. OFCCP believes that allowing contractors to defer the use of the 2018 EEO Tab until the development of AAPs commencing on or after January 1, 2022, will facilitate a smooth transition to the 2018 EEO Tab. Contractors may, however, begin immediately to use the 2018 EEO Tab in the development of their AAPs if they wish to do so.

The 2018 EEO Tab and supporting documentation are available on the Census Bureau's website at <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html>.

The contents of this document do not have the force and effect of law and are not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies.

Last updated on September 3, 2021

2014-2018 ACS CHANGES

Reduced census occupation codes

- From 488 to 237 codes
 - 325 occupations aggregated to create 71 groupings
 - Introduction of 2 new occupations
 - 705 - Project management specialist
 - 1980 - Occupational health and safety specialists and technicians
- 1 occupation code split out into 2 new occupations
 - 6765 - Miscellaneous construction workers (old)
 - 6540 - Solar photovoltaic installer (new)
 - 6765 - Other construction and related workers (new)

2014-2018 ACS CHANGES

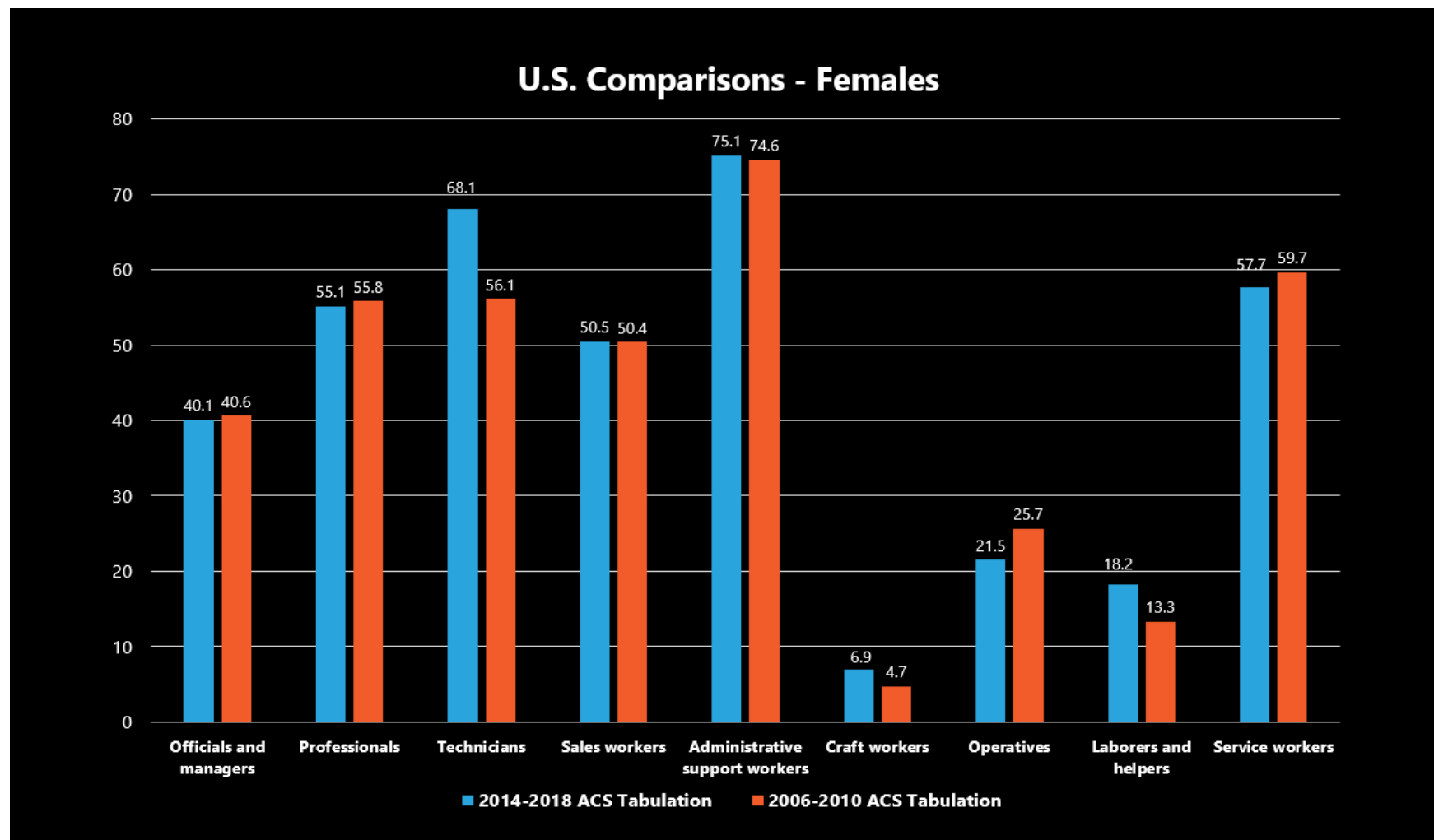
Reduced geographical areas

- Many revisions to county groupings within states
- Removal of several urban/metro aggregates and cities
- Puerto Rico – more than doubled geo area choices

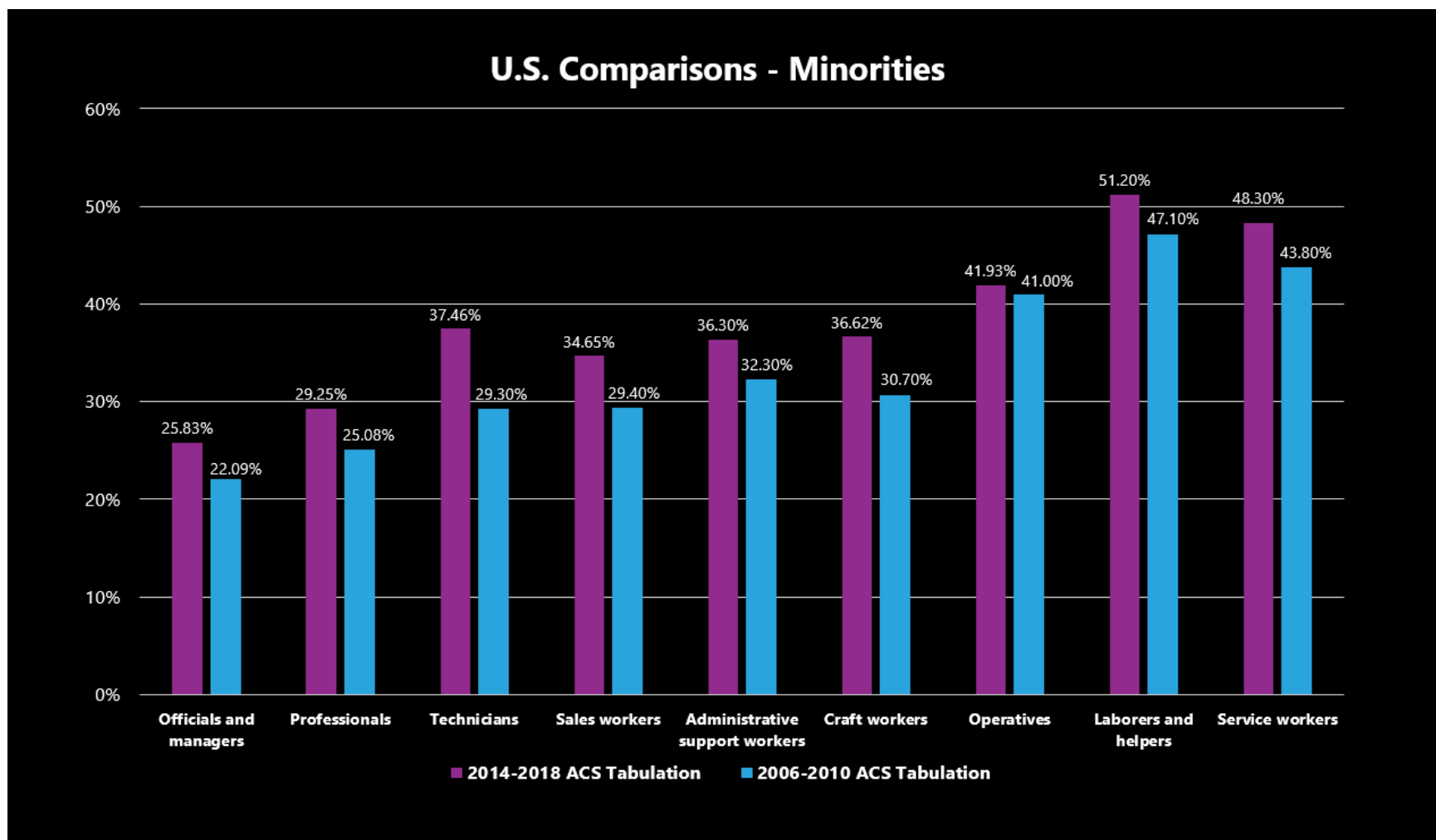
WHAT DO THESE CHANGES MEAN?

**2006-2010 TO 2014-2018
COMPARISONS**

WHAT DO THESE CHANGES MEAN?



WHAT DO THESE CHANGES MEAN?



WHAT DO THESE CHANGES MEAN?

Impact of Changes on AAP Development

INDUSTRY FOCUSED CHANGES

- The Airline industry will only have one census occupation code for air transportation workers

9030 – Aircraft Pilots and Flight Engineers

9040 – Air traffic controllers and Airfield operations specialists

9050 – Flight attendants

9030 – Air Transportation Workers

- Industries with Skilled and Production workers, examples:
 - 24 skilled occupations aggregated into one occupation code
7010 – Other installation, maintenance, and repair workers
 - 20 production workers aggregated into one occupation code
8640 – Other production workers
- The Healthcare industry, example:
 - 17 occupations grouped into 3 broader occupation descriptions
3150 – Other therapists
3300 – Other health technologists and technicians
3630 – Other healthcare support occupations

SKILLED POSITIONS

2014-2018 ACS

Census Code	Geography	Female Availability %	Minority Availability %
7010 - Other installation, maintenance, and repair workers	United States	4.79%	31.39%

2006-2010 ACS

Census Codes	Female Availability %	Minority Availability %
7360 - Millwrights	2.80%	10.91%
7100 - Electrical and electronics repairers, transportation equipment, and industrial and utility	3.46%	17.89%
7410 - Electrical power-line installers and repairers	1.45%	21.50%
7330 - Industrial and refractory machinery mechanics	3.58%	23.87%
7315 - Heating, air conditioning, and refrigeration mechanics and installers	1.29%	25.40%
7320 - Home appliance repairers	3.29%	28.10%
7340 - Maintenance and repair workers, general	3.51%	29.48%
7130 - Security and fire alarm systems installers	2.75%	30.00%
7560 - Riggers	2.07%	30.19%
7350 - Maintenance workers, machinery	4.08%	25.43%
7300 - Control and valve installers and repairers	4.72%	27.00%
7120 - Electronic home entertainment equipment installers and repairers	3.32%	32.24%
7540 - Locksmiths and safe repairers	6.61%	20.61%
7430 - Precision instrument and equipment repairers	11.33%	23.77%
7510 - Coin, vending, and amusement machine servicers and repairers	18.20%	26.07%
7550 - Manufactured building and mobile home installers	6.27%	26.14%
7030 - Avionics technicians	8.39%	26.34%
7040 - Electric motor, power tool, and related repairers	4.83%	27.81%
7630 - Miscellaneous installation, maintenance, and repair workers, including wind turbine service technicians	6.03%	28.93%
7020 - Radio and telecommunications equipment installers and repairers	12.25%	28.94%
7110 - Electronic equipment installers and repairers, motor vehicles	6.60%	29.05%
7010 - Computer, automated teller, and office machine repairers	12.48%	29.95%
7420 - Telecommunications line installers and repairers	5.80%	33.52%
7610 - Helpers--installation, maintenance, and repair workers	7.49%	49.46%

PRODUCTION POSITIONS

2014-2018 ACS			
Census Code	Geography	Female Availability %	Minority Availability %
8640 - Other Production Workers	United States	31.24%	45.00%

2006-2010 ACS		
Census Codes	Female Availability %	Minority Availability %
7900 - Computer numerically controlled tool operators and programmers	9.48%	20.98%
8640 - Chemical processing machine setters, operators, and tenders	12.91%	32.45%
8650 - Crushing, grinding, polishing, mixing, and blending workers	11.48%	40.37%
8940 - Tire builders	10.16%	34.45%
8730 - Furnace, kiln, oven, drier, and kettle operators and tenders	15.29%	27.56%
8810 - Painting workers	12.97%	42.29%
8920 - Molders, shapers, and casters, except metal and plastic	14.52%	34.33%
8930 - Paper goods machine setters, operators, and tenders	28.51%	41.22%
8720 - Extruding, forming, pressing, and compacting machine setters, operators, and tenders	18.77%	31.59%
8965 - Miscellaneous production workers, including semiconductor processors	30.12%	43.13%
8710 - Cutting workers	24.95%	42.49%
8860 - Cleaning, washing, and metal pickling equipment operators and tenders	27.37%	48.40%
8950 - Helpers—production workers	24.34%	55.25%
8740 - Inspectors, testers, sorters, samplers, and weighers	40.46%	35.98%
8750 - Jewelers and precious stone and metal workers	35.73%	44.09%
8760 - Medical, dental, and ophthalmic laboratory technicians	50.16%	31.82%
8830 - Photographic process workers and processing machine operators	59.31%	35.22%
8850 - Adhesive bonding machine operators and tenders	42.48%	42.97%
8910 - Etchers and engravers	37.20%	23.64%
8800 - Packaging and filling machine operators and tenders	57.43%	64.55%

AIRLINE INDUSTRY

2006-2010 ACS				2014-2018 ACS			
Census Codes	Geography	Female Availability %	Minority Availability %	Census Code	Geography	Female Availability %	Minority Availability %
9030-Aircraft pilots and flight engineers	United States	4.70%	9.44%	9030-Air transportation workers	United States	34.08%	22.79%
9040-Air traffic controllers and airfield operations specialists	United States	18.42%	22.14%				
9050-Flight Attendants	United States	79.57%	27.76%				

Census Code	Female %	2006-2010 ACS	Underutilized
9030	15.00%	4.70%	no
9040	20.00%	18.42%	no
9050	80.00%	79.57%	no

Census Code	Minority %	2006-2010 ACS	Underutilized
9030	15.00%	9.44%	no
9040	20.00%	22.14%	no
9050	20.00%	27.76%	yes

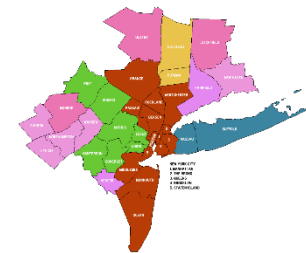
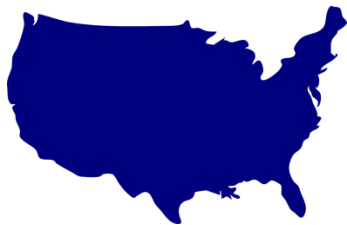
HEALTHCARE INDUSTRY

2006-2010 ACS			2014-2018 ACS			
Census Codes	Female Availability %	Minority Availability %	Census Code	Geography	Female Availability %	Minority Availability %
3220 - Respiratory therapists	64.03%	26.24%	3150 - Other Therapists	United States	78.28%	27.08%
3210 - Recreational therapists	78.25%	26.40%				
3245 - Other therapists, including exercise physiologists	78.61%	24.46%				
3150 - Occupational therapists	89.77%	16.38%				
2006-2010 ACS			2014-2018 ACS			
Census Codes	Female Availability %	Minority Availability %	Census Code	Geography	Female Availability %	Minority Availability %
3320 - Diagnostic related technologists and technicians	71.82%	23.26%	3300 - Other health technologists and technicians	United States	78.98%	39.37%
3300 - Clinical laboratory technologists and technicians	74.07%	37.01%				
3535 - Miscellaneous health technologists and technicians	66.05%	39.42%				
3420 - Health practitioner support technologists and technicians	79.86%	31.57%				
3500 - Licensed practical and licensed vocational nurses	92.61%	36.12%				
2006-2010 ACS			2014-2018 ACS			
Census Codes	Female Availability %	Minority Availability %	Census Code	Geography	Female Availability %	Minority Availability %
3648 - Veterinary assistants and laboratory animal caretakers	79.98%	17.98%	3630 - Other healthcare support occupations	United States	86.74%	42.91%
3647 - Pharmacy aides	76.84%	41.13%				
3630 - Massage therapists	83.33%	21.41%				
3655 - Healthcare support workers, all other, including medical equipment preparers	76.50%	43.26%				
3646 - Medical transcriptionists	97.66%	11.64%				
3640 - Dental assistants	96.31%	32.50%				
3649 - Phlebotomists	86.78%	41.58%				
3645 - Medical assistants	93.93%	43.33%				

GEOGRAPHICAL AREAS

The EEO Tabulation of the American Community Survey can be broken down by specific geographic areas:

- United States
- States
- Counties
- Core-Based Statistical Area - “core” being a city or large town (CBSA)
- Places (“Census Designated Places”)



GEOGRAPHICAL CHANGES

Reduced Total Geographic Areas

2006-2010 ACS					2014-2018 ACS				
State	County Set	CBS A	Place	Total	State	County Set	CBSA	Place	Total
52	1,467	611	777	2,908	52	1,475	540	740	2,808

Puerto Rico Expanded Geographic Areas

	2006-2010 ACS					2014-2018 ACS				
	State	County Set	CBS A	Place	Total	State	County Set	CBS A	Place	Total
Puerto Rico	1	0	9	8	18	1	35	5	0	41

GEOGRAPHICAL CHANGES

Revisions to various county groupings within states

2006-2010 ACS		
Geography	Female Availability %	Minority Availability %
Colusa+Lake, California	45.85%	33.11%
Glenn+Tehama, California	45.46%	30.17%
Del Norte+Humboldt+Trinity, California	46.06%	19.57%
Modoc+Siskiyou, California	48.06%	18.16%

2014-2018 ACS		
Geography	Female Availability %	Minority Availability %
Colusa+Glenn+Tehama+Trinity, California	44.65%	39.92%
Lake, California	46.97%	28.00%
Del Norte+Modoc+Siskiyou, California	48.94%	25.06%
Humboldt, California	48.87%	23.10%



GEOGRAPHICAL CHANGES

Removal of some aggregated metropolitan areas

2006-2010 ACS		
Geography	Female Availability (Weighted %)*	Minority Availability (Weighted %)*
Washington-Arlington-Alexandria, DC-VA-MD-WV (Metro Area)	48.46%	49.44%

2014-2018 ACS		
Geography	Female Availability (Weighted %)*	Minority Availability (Weighted %)*
District of Columbia	51.92%	55.56%
Alexandria (city), Virginia	49.91%	46.89%
Arlington, Virginia	47.63%	35.93%
Clarke+Madison+Rappahannock+Warren, Virginia	45.50%	12.47%
Fairfax (city)+Fairfax (county)+Falls Church (city), Virginia	46.69%	48.55%
Fauquier, Virginia	46.63%	17.64%
Fredericksburg (city)+Spotsylvania, Virginia	47.29%	32.42%
Loudoun, Virginia	46.29%	42.33%
Manassas (city)+Manassas Park (city), Virginia	44.93%	57.99%
Prince William, Virginia	46.84%	56.15%
Stafford, Virginia	46.97%	37.17%
Calvert, Maryland	48.08%	20.51%
Charles, Maryland	50.29%	59.40%
Frederick, Maryland	47.32%	23.88%
Montgomery, Maryland	48.51%	55.41%
Prince George's, Maryland	49.81%	87.79%
Jefferson, West Virginia	46.42%	16.22%
Weighted Availability	47.39%	41.30%



GEOGRAPHICAL CHANGES

DC-VA-MD-WV MSA

2006-2010 ACS		
Geography	Female Availability (Weighted %)*	Minority Availability (Weighted %)*
Washington-Arlington-Alexandria, DC-VA-MD-WV (Metro Area)	48.46%	49.44%

2014-2018 ACS		
Geography	Female Availability (Weighted %)*	Minority Availability (Weighted %)*
District of Columbia	51.92%	55.56%
Alexandria (city), Virginia	49.91%	46.89%
Arlington, Virginia	47.63%	35.93%
Clarke+Madison+Rappahannock+Warren, Virginia	45.50%	12.47%
Fairfax (city)+Fairfax (county)+Falls Church (city), Virginia	46.69%	48.55%
Fauquier, Virginia	46.63%	17.64%
Fredericksburg (city)+Spotsylvania, Virginia	47.29%	32.42%
Loudoun, Virginia	46.29%	42.33%
Manassas (city)+Manassas Park (city), Virginia	44.93%	57.99%
Prince William, Virginia	46.84%	56.15%
Stafford, Virginia	46.97%	37.17%
Calvert, Maryland	48.08%	20.51%
Charles, Maryland	50.29%	59.40%
Frederick, Maryland	47.32%	23.88%
Montgomery, Maryland	48.51%	55.41%
Prince George's, Maryland	49.81%	87.79%
Jefferson, West Virginia	46.42%	16.22%
Closest Proximity Weighted Availability	48.28%	54.60%



WHAT DO THESE CHANGES MEAN?

Using Other Data

EVALUATE OTHER OPTIONS

- **41 CFR §60-2.14 Determining availability**

The contractor must use the most current and discrete statistical information available to derive availability figures. Examples of such information include

- census data
- data from local job service offices, and
- data from colleges or other training institutions.

EVALUATE OTHER OPTIONS

- *Public Use Microdata Sample files (PUMS)*, available at <https://www.census.gov/programs-surveys/acs/microdata.html>
- *Education Attainment Data*
 - NORC
 - NCES/IPEDS, <https://nces.ed.gov/fastfacts/display.asp?id=72>
 - AAMC (medical)
 - ADEA (dental)
 - ABA (law)
- *EEO-1 Public Use NAICS data*, available at <https://www.eeoc.gov/statistics/employment/jobpatterns/eeo1>
- *National Science Foundation (NSF) data for Science and Engineering professions*, available at <https://www.nsf.gov/statistics/2017/nsf17310/data.cfm>

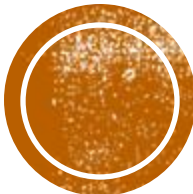
EVALUATE OTHER OPTIONS

- *BLS' Civilian Labor Force Data for unskilled occupations, available at <https://www.bls.gov>*
- *ACS Industry-specific data*
- *Specialized industry sources (zookeeper data)*
- *Applicant Data (usually only in an audit)*

KEY TAKE-AWAYS

- Map your jobs to the new census codes
- Evaluate your jobs (e.g., duties/function, educational requirements, etc.) to determine if alternative data sources would be useful
- Review geographic areas and make appropriate updates
- Use this exercise as an opportunity to review your job groupings
- Develop communication plan for significant changes in your availability analyses

WRAP UP & THANK YOU



RESOURCES

- <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html>
- <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html>
- https://www2.census.gov/EEO_2014_2018/
- <https://www.census.gov/acs/www/data/eeo-data/eeo-tables-2018>
- <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html>
- <https://mcdc.missouri.edu/applications/geocodes/>
- <https://siccode.com/soc-code-lookup-directory>
- <https://www2.census.gov/programs-surveys/demo/guidance/eeo/EEO-2014-2018-Occupation-Crosswalk-to-Other-Occupations-Groups-2.22.2021.pdf>
- <https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html>
- <https://www.dol.gov/agencies/ofccp/census-data>

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As Director of Regulatory Affairs for Berkshire Associates Inc., Lynn Clements oversees Berkshire's audit defense practice, helping clients defend more than one hundred OFCCP compliance reviews over the past several years. Previously, Lynn served as Acting Director/Deputy Director of the Policy Division of OFCCP, as a senior policy advisor to the Vice Chair and Legal Counsel at the EEOC, and as a shareholder at a management-side law firm where she advised clients on the full range of employment issues, including large-scale class discrimination investigations.

A frequent speaker to HR professionals of all levels, Lynn has testified before Congress on EEO and pay equity issues and regularly assists industry organizations, including SHRM and CUPA-HR, in understanding and responding to regulatory proposals. She is currently Secretary for the Baltimore Industry Liaison Group (BILG) and serves on the U.S. Chamber of Commerce Washington Corporate Representatives Committee. Lynn graduated summa cum laude with a B.S. and B.A from Wilkes University. She earned her J.D. cum laude from Georgetown University. Lynn has been recognized by Chambers USA and as a Maryland Super Lawyer.

JOANNA COLOSIMO

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