

## INTRODUCTION

[Iowa Affirmative Action Data](#), published annually, and the decennial [Census 2000 - Occupational Employment by Race and Gender \(EEO-1 Categories\)](#) for Iowa are designed to assist employers in evaluating the inclusion of women and minorities in their workforce and in establishing goals to improve such utilization. The most current information can always be found on this Web site.

The Census Bureau provides 2010 Census population data by race and gender, depicted in Table 1 – *Population by Gender and Minority Status* (see Table Descriptions below). Those completing forms for Census were allowed to check more than one racial category. Individuals were also able to indicate if they are of Hispanic origin. Because the federal government regards race and Hispanic origin as two separate concepts, Hispanics are counted in any racial group. For the most detailed listing of racial breakouts, please check the [Census Web site](#) (click on People & Households, then Race).

For government-related entities, an older [Annual Supplement](#) is available containing minority applicant data by state and local EEO category from Workforce Development Centers (Table 2 equivalent). Click here for [Census data for state and local EEO categories](#).

## IMPORTANT CHANGES THIS YEAR

Table 1 now contains data from the 2010 Census. Hispanic data is now in both White and Non White categories to ease the problems of Hispanic double count in past data.

In the past, the breakout of the Labor Force Information by Sex and Race in Table 3 was based primarily upon data from the long form of the decennial census. In 2010 the Census did not use the old long form. Instead, this information is now collected by the American Community Survey. All of the labor force breakouts are available for the state and all MSA's. However due to sampling errors, most of the smaller counties have data available for the total, white, and total minority races.

## TABLE DESCRIPTIONS

<b>Table 1</b>	Contains 2010 census population data with a main emphasis on total population of each race. Total female population is also included.
<b>Table 2</b>	Provided information on Iowa Workforce Development Applicants (by EEO-1 category) who were registered and seeking employment at local Workforce Development Centers on the date listed. The numbers in Table 2 were based on place of residence and reflected only Iowa residents.
<b>Table 3</b>	Reflects the labor force distribution by gender and minority status (for the reference year) based on 2005-2009 American Community Survey. The labor force equals the sum of employed and unemployed persons.

## AREA COVERAGE

This site contains data for the State of Iowa, seven Metropolitan Statistical Areas (MSAs) and all 99 counties. In 2005, changes were made to the geographical definitions for all MSAs except Dubuque. Counties were added on to five MSAs and a new MSA (Ames) came into existence. ([See new MSA map](#)) Although recruiting areas for different types of workers can vary, most employers generally recruit local workers. However, the labor market for some professional, managerial, and technical occupations is sometimes much broader geographically – with recruitment often conducted on a state, regional, or national basis. In those cases, the geographic area used for recruiting would be the geographic area that should be considered in setting Affirmative Action Program goals.

## TWO-FACTOR ANALYSIS

Federal contractors with contracts of at least \$50,000 and with 50 or more employees are required by Executive Order 11246, which is enforced by the Office of Federal Contract Compliance Programs (OFCCP), to have an affirmative action plan. As part of such a plan, contractors must analyze all major job groups within their work forces to determine if minorities and/or women are being underutilized. To make such a determination, OFCCP regulations require that a two-factor analysis be conducted for each major job group. Separate analyses must be done for women and each minority subgroup.

**Note: All numbers used in this analysis are percentages.**

In determining whether minorities or women are being underutilized in any job group, the contractor will consider at least the following two factors:

- Factor 1 -** The availability of minorities/women having requisite skills in an area in which the contractor can reasonably recruit.
- Factor 2 -** The availability of promotable and transferable, and trainable minority/female employees within the contractor's organization.

Where a job group is composed of job titles with different availability rates, a composite availability figure for the job group must be calculated. The contractor must separately determine the availability for each job title within the job group and must determine the proportion of job group incumbents employed in each job title. The contractor must weight the availability for each job title by the proportion of job group incumbents employed in that job group. The sum of the weighted availability estimates for all job titles in the job group must be the composite availability for the job group.

Above Source: *Chapter 60: Equal Employment Opportunity*, Title 41, Part 60 of the Code of Federal Regulations, July 2001, U.S. Department of Labor, Employment

### FOR ADDITIONAL ASSISTANCE

For **technical assistance** in preparing affirmative action plans and compliance requirements, please contact: Office of Federal Contract Compliance Programs, Employment Standards Administration, Hruska Federal Courthouse, 111 S 18<sup>th</sup> Plaza Ste 2231, Omaha, NE 68102, PH: **(402) 221-3381**, Web: <http://www.dol.gov/esa/ofccp>. See also the [Frequently Asked Questions for Employers](#) on the compliance site. Any questions concerning information or data provided in this Iowa LMI site should be directed to the Workforce Data & Business Development Bureau, (515) 281-6981.

Although Iowa does not retain affirmative action data for surrounding states, you may contact those states directly.

ILLINOIS

Illinois Department of Employment Security  
Economic Information and Analysis Division  
33 S State St Floor 9  
Chicago IL 60603  
(866) 663-7723  
<http://lmi.ides.state.il.us/affaction/aamenu.htm>

NEBRASKA

Nebraska Workforce Development  
Department of Labor  
Labor Market Information Center  
550 S 16<sup>th</sup> St  
Lincoln NE 68509  
(402) 471-1025  
[www.nebraskaworkforce.com/nelmi.htm](http://www.nebraskaworkforce.com/nelmi.htm)

MINNESOTA

Department of Employment and Economic Development  
Labor Market Information Office  
First National Bank  
332 Minnesota St, Ste E-200  
St Paul MN 55101-1351  
(651) 296-6545  
[www.deed.state.mn.us/lmi/publications/aap.htm](http://www.deed.state.mn.us/lmi/publications/aap.htm)

SOUTH DAKOTA

South Dakota Department of Labor  
Labor Market Information Center  
PO Box 4730  
Aberdeen SD 57402-4730  
(605) 626-2314  
[www.sdjobs.org/lmic](http://www.sdjobs.org/lmic)

MISSOURI

Department of Economic Development  
Missouri Economic Research & Information Center  
Truman Bldg RM 580  
PO Box 1157  
Jefferson City MO 65102  
(573) 751-3606  
[http://www.missourieconomy.org/community/aff\\_act/index.stm](http://www.missourieconomy.org/community/aff_act/index.stm)

WISCONSIN

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