



Equal Employment Opportunity Tabulation 2014-2018

September 2021

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

Agenda cntd

- 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](#).

What is the New 2014-2018 EEO Tabulation? cntd.

- 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

Job Group: 6	Raw Statistics		Value Weight	Weighted Statistics		Source of Statistics	Reason for Weighting
	Minority	Female		Minority	Female		
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area	18.4%	40.2%	10%	1.84%	4.02%	2000 Census Data	
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.1%	44.6%	90%	18.09%	40.14%		
Totals:			100%	19.93%	44.16%	< Final Factor	

When will OFCCP require the new data be used?

- [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](#)
- OFCCP will require that federal contractors use the new data for the development of AAPs on or after January 1, 2022

EEO Tabulation Main Page

[Equal Employment Opportunity Tabulation Main Page](#)

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Equal Employment Opportunity Tabulation

The 2014-2018 EEO Tabulation is currently available via the Census Bureau's file transfer protocol (FTP) server. Index of /EEO_2014_2018 ([census.gov](https://www.census.gov)). Additional data tools and documentation will be released on an ongoing basis.

EEO Tabulation Guidance

Tables for 2014-2018

FAQs

Tables

Table | 2018
Tables for EEO Tabulation 2014-2018 (5-year ACS data)
 View frequently requested national level tables.

Understanding ACS EEO Table ID Codes

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

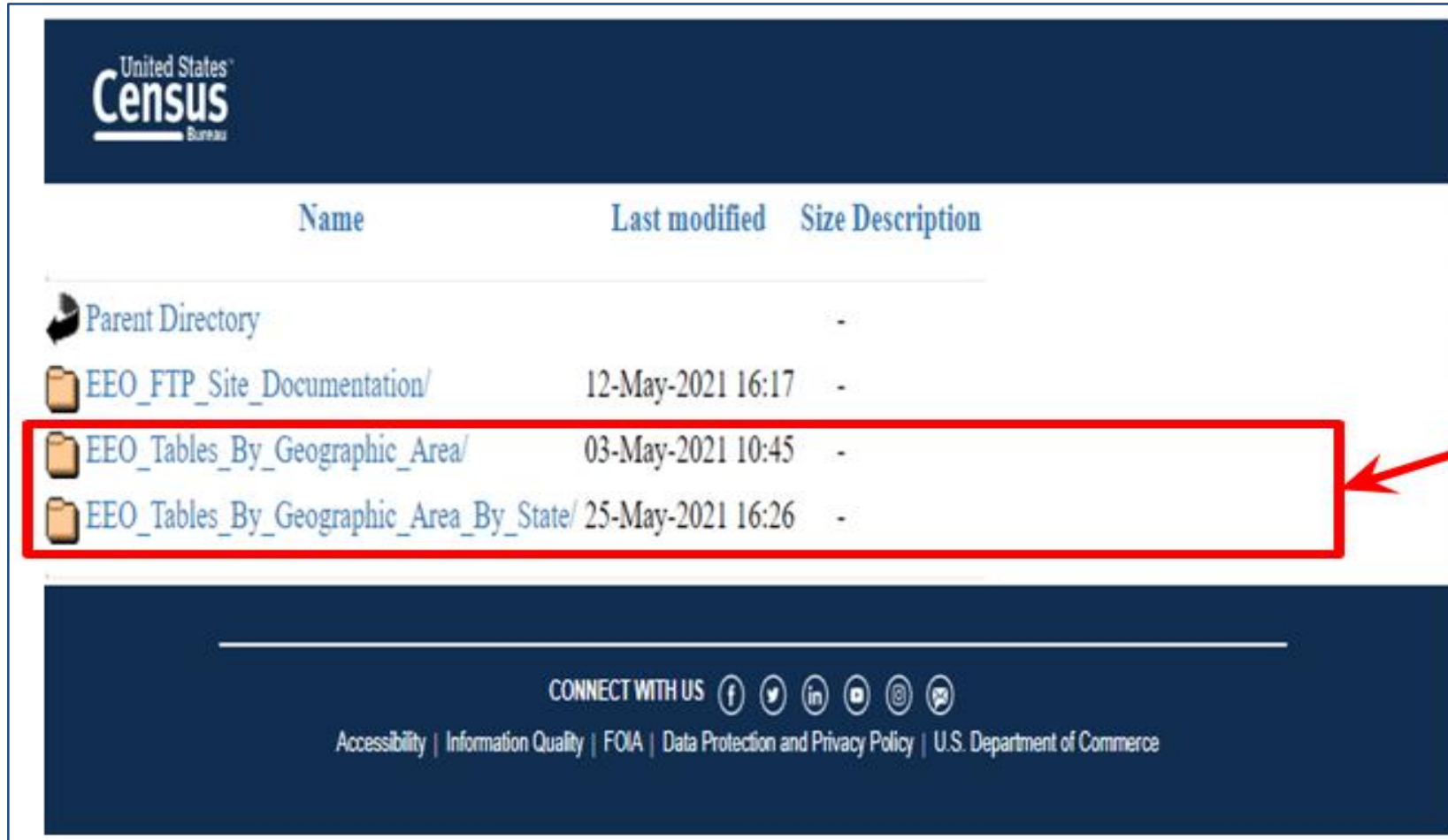
- EEO= Equal Employment Opportunity Tabulation
- ALL= Includes data for both citizens and non-citizens
- ##= Table set number 01-14
- W= Worksite/Commuting flows data
- Or R= Residence data

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](#)



Name	Last modified	Size	Description
Parent Directory		-	
EEO_FTP_Site_Documentation/	12-May-2021 16:17	-	
EEO_Tables_By_Geographic_Area/	03-May-2021 10:45	-	
EEO_Tables_By_Geographic_Area_By_State/	25-May-2021 16:26	-	

- 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](#)

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2014–2018 EEO Tables

ACS 5-Year Data

Sections

Step 1. – Select a Table
Note: Availability of geographies depends upon the file selected.

- EEO-ALL01W – Occupation by Sex and Race/Ethnicity for Worksite Geography
- EEO-ALL01R – Occupation by Sex and Race/Ethnicity for Residence Geography
- EEO-ALL02W – Occupation by Sex and Race/Ethnicity for Worksite Geography, Total Population

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

- EEO-ALL02R – Occupation by Sex and Race/Ethnicity for Residence Geography, Total Population
- EEO-CIT02R – Occupation by Sex and Race/Ethnicity for Residence Geography, Citizen

Selected Table: **EEO-ALL01W**

Step 2. – Select a Geography

- Nation
- State
- County
- County Sets (1R only)
- Place
- Metropolitan/Micropolitan Statistical Area

Select the geography most appropriate:

1. Nation
2. State
3. County
4. Place
5. Metropolitan /Micropolitan Statistical Area

EEO Tab Online Search Step 3 – Select Geographic Location

Select an MSA

- Select an MSA
- Aberdeen, TX Metro Area
- Abilene, TX Metro Area
- Adrian, MI Micro Area
- Aguadilla-Isabela, PR Metro Area
- Akron, OH Metro Area
- Alamogordo, NM Micro Area
- Albany, GA Metro Area
- Albany, OR Metro Area
- Albany-Schenectady-Troy, NY Metro Area
- Albemarle, NC Micro Area
- Albertville, AL Micro Area
- Albuquerque, NM Metro Area
- Alexandria, LA Metro Area
- Allentown-Bethlehem-Easton, PA-NJ Metro Area
- Altoona, PA Metro Area
- Amarillo, TX Metro Area
- Ames, IA Metro Area
- Anchorage, AK Metro Area
- Ann Arbor, MI Metro Area

metropolitan area (or CBSA),

holds for select sub-state (SA's) and places are are in conjunction with area of under 50,000

Akron, OH Metro Area

Selected Geography: Akron, OH Metro Area

GET EEO TABLE

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

Table: EEO-All01W - Occupation by Sex and Race/Ethnicity for Worksite Geography
 Geography: Akron, OH Metro Area
 Occupations: 236 (2014-2018 EEO Occupation Code List)

Quick Search **Detailed Search**

*** Open Quick Guide to using Table Tools ***

Quick Search: **DETAILED OCCUPATION SEARCH** **DOWNLOAD** **SHOW MOE** **HIDE MOE** Display 6 Rows

	Total All Groups	Hispanic or Latino	White alone	Black alone	American Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander	Balance of not Hispanic or Latino
Total, all occupations : 00-0000 / 0000								
Total	343,040	6,585	286,305	35,225	475	8,460	75	5,910
Male	176,280	3,840	149,170	15,610	255	4,545	15	2,850
Female	166,760	2,745	137,135	19,620	225	3,920	60	3,060
Percent Total	100.0%	1.9%	83.5%	10.3%	0.1%	2.5%	0.0%	1.7%
Percent Male	51.4%	1.1%	43.5%	4.6%	0.1%	1.3%	0.0%	0.8%
Percent Female	48.6%	0.8%	40.0%	5.7%	0.1%	1.1%	0.0%	0.9%

- 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: **DETAILED OCCUPATION SEARCH** **DOWNLOAD** **SHOW MOE** **HIDE MOE** Display Rows

Quick Search key word "Construction"

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black alone	American Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander	
Construction managers : 11-9021 / 0220								
Total	1,185	4	1,150	15	0	10	0	4
Male	1,095	4	1,065	15	0	10	0	0
Female	90	0	85	0	0	0	0	4
Percent Total	100.0%	0.3%	97.0%	1.3%	0.0%	0.8%	0.0%	0.3%
Percent Male	92.4%	0.3%	89.9%	1.3%	0.0%	0.8%	0.0%	0.0%
Percent Female	7.6%	0.0%	7.2%	0.0%	0.0%	0.0%	0.0%	0.3%

Search results with 7 occupation titles

Previous **1** 2 3 4 5 6 **7** Next

EEO Tab Online Search Step 6 – Occupation Detailed Search

Occupation code/keyword

DETAILED OCCUPATION 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

Quick Search: Occupation code/keyword **DETAILED OCCUPATION SEARCH**

Filters Active - 0

construction

- Type in the key word "Construction"

	White alone	Black alone
Construction managers : 11-9021 / 0220		
First-line supervisors of construction trades and extraction workers : 47-1011 / 6200		
Construction laborers : 47-2061 / 6260	286,305	35,225
Construction equipment operators : 47-2070 / 6305	149,170	15,610
Helpers, construction trades : 47-3010 / 6600	137,135	19,620
Construction and building inspectors : 47-4011 / 6660	83.5%	10.3%
Other construction and related workers : 47-40XX / 6765		

- A list of 7 occupations containing "Construction" displays

Showing 1 to 7 of 7 entries (filtered from 237 total entries)

Explanation of Symbols

Tab Online Search Step 7 – Display a Subset of Search Results

- Hold the Ctr'l key while clicking multiple rows
- 3 out of 7 “Construction” occupations are selected
- Only 3 occupation tabs remain

The screenshot shows a search results page with a filter overlay. The filter overlay is titled "Filters Active - 3" and contains a search box with "construction" entered. Below the search box, seven occupation entries are listed, with three highlighted in teal: "Construction managers : 11-9021 / 0220", "Construction laborers : 47-2061 / 6260", and "Construction and building inspectors : 47-4011 / 6660". A red box highlights these three entries, and a red arrow points to the filter overlay. Below the filter overlay, it says "Showing 1 to 7 of 7 entries (filtered from 237 total entries) 3 rows selected".

The background shows a table with demographic data. The table has columns for "Hispanic or Latino, One Race", "American Indian /Alaska Native", "Asian alone", "Native Hawaiian /Pacific Islander", and "Balance of not Hispanic or Latino". The table has 7 rows of data. A red box highlights the pagination controls at the bottom right, which include "Previous", "1", "2", "3", and "Next". A red arrow points to the "1" button.

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

Quick Search:

(3) OCCUPATIONS SELECTED DOWNLOAD SHOW MOE HIDE MOE Display Rows

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black alone	American Indian /Alaska Native	Asian alone	Native Hawaiian /Pacific Islander	
Construction laborers : 47-2061 / 6260								
Total	2,370	90	2,075	115	0	0	0	90
Male	2,275	90	1,990	105	0	0	0	90
Female	95	0	85	10	0	0	0	0
Percent Total	100.0%	3.8%	87.6%	4.9%	0.0%	0.0%	0.0%	3.8%
Percent Male	96.0%	3.8%	84.0%	4.4%	0.0%	0.0%	0.0%	3.8%
Percent Female	4.0%	0.0%	3.6%	0.4%	0.0%	0.0%	0.0%	0.0%

Previous Next

EEO Tab Online Search Step 9 – Optional: Save Search Results to an Excel Workbook

Table: *EEO-A1101W - Occupation by Sex and Race/Ethnicity for Worksite Geography*
 Geography: *Akron, OH Metro Area*
 Occupations: *236 (2014-2018 EEO Occupation Code List)*

DOWNLOAD



Construction laborers : 47-2061 / 6260

Akron, OH Metro Area EEO-A1101W - Occupation by Sex and Race/Ethnicity for Worksite Geography 2014-2018...

	Total All Groups	Hispanic or Latino	White alone	Black alone	Indian/Alaska Native	Asian alone	Hawaiian/Pacific	not Hispanic or
1 Occupation by Sex and Race/Ethnicity for Worksite Geography 2014-2018 ACS 5-Year EEO Estimates								
2								
3 Total	1,185	4	1,150	15	0	10	0	4
4 Male	1,095	4	1,065	15	0	10	0	0
5 Female	90	0	85	0	0	0	0	4
6 Percent Total	100.0%	0.3%	97.0%	1.3%	0.0%	0.8%	0.0%	0.3%
7 Percent Male	92.4%	0.3%	89.9%	1.3%	0.0%	0.8%	0.0%	0.0%
8 Percent Female	7.6%	0.0%	7.2%	0.0%	0.0%	0.0%	0.0%	0.3%
9 Total	2,370	90	2,075	115	0	0	0	90
10 Male	2,275	90	1,990	105	0	0	0	90
11 Female	95	0	85	10	0	0	0	0
12 Percent Total	100.0%	3.8%	87.6%	4.9%	0.0%	0.0%	0.0%	3.8%
13 Percent Male	96.0%	3.8%	84.0%	4.4%	0.0%	0.0%	0.0%	3.8%
14 Percent Female	4.0%	0.0%	3.6%	0.4%	0.0%	0.0%	0.0%	0.0%
15 Total	125	0	125	0	0	0	0	0
16 Male	120	0	120	0	0	0	0	0
17 Female	4	0	4	0	0	0	0	0
18 Percent Total	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
19 Percent Male	96.0%	0.0%	96.0%	0.0%	0.0%	0.0%	0.0%	0.0%
20 Percent Female	3.2%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%
21								

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](#)

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Click on "FAQs" to access more than 45 FAQ's.

Resources

- [Geography lookup tool](https://mcdc.missouri.edu/applications/geocodes/), 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](https://siccode.com/soc-code-lookup-directory) lookup tool, (https://siccode.com/soc-code-lookup-directory)
- EEO, SOC, PUMS and OPM [Occupation code crosswalk](https://www2.census.gov/programs-surveys/demo/guidance/eo/EEO-2014-2018-Occupation-Crosswalk-to-Other-Occupations-Groups-2.22.2021.pdf) document from Census EEO Documentation website (https://www2.census.gov/programs-surveys/demo/guidance/eo/EEO-2014-2018-Occupation-Crosswalk-to-Other-Occupations-Groups-2.22.2021.pdf)
- [2018 census data and directive guidance](https://www.dol.gov/agencies/ofccp/census-data) (https://www.dol.gov/agencies/ofccp/census-data)
- [2018 Standard Occupational Classification](https://www.bls.gov/soc/2018/home.htm) (https://www.bls.gov/soc/2018/home.htm)
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- [Equal Employment Opportunity Tabulation Main Page](https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html) (https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html)
- [Access EEO Tab Documentation](https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html) (https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation/guidance/2014-2018-eeo.html)
- [Access FTP Site](https://www2.census.gov/EEO_2014_2018/) (https://www2.census.gov/EEO_2014_2018/)
- [Access Online Search Tool](https://www.census.gov/acs/www/data/eeo-data/eeo-tables-2018/) (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)
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QUESTIONS





Thank you for participating.

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